



A survey to study and compare factors affecting human resources efficiency

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Abstract

Introduction: The human resources are considered the main asset of any society. If used properly and effectively, it will create other sources and above all the added value. The quality of the life is usually dependent on the quality of human professional life including factors such as job security, services and welfare pensions, health services, income, and job quality. The purpose of this study was to investigate the role and priority of the above-mentioned factors on efficacy of the staff members of the Fars Office of Education.

Methods: The research sample comprised the staff members of the Fars Office of Education across the state, including 61 districts. Based on the Cochran Formula, 25 districts were randomly selected. In order to measure the factors, the Likert-type instrument designed by Hossainpoor to compare the Ideal and current situation, was used.

Results: The staff rated job security as the most important factor affecting their efficacy in both current and ideal situations followed by income.

Discussion: Based on the previous research and review of literature, success of the educational organizations is fully dependent on their personnel. If executives of such organizations try to attract the qualified personnel and keep them motivated, their success will be guaranteed.

Keywords: Human Resource, Effective factors, Efficiency

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Introduction

One of the most important duties of the educational systems is to prepare and train a generation to be creative in the three areas of agriculture, industry, and services through which the economic development and political independence and as a result, the welfare and better life for the civilians are achieved (1).

The quality of the life of human power is dependent on the quality of people's professional life. Recent research approves the effects of life quality on the efficiency of the human power. The life quality means the staff attitudes concerning their mental and real feelings towards the psychological and physical desirability of their work environment that is made available by factors such as job security, services and welfare pensions, health services, income, and job quality(2).

Various factors such as elimination of absentees, less job movements, and increase in job satisfaction

have positive effects on the quality of one's career. Not only will the life work quality increase the chances for attracting the efficient personnel, but also improves the compatibility of the system (3).

Efficiency of the manpower in all organizations, and particularly in educational organizations, is very significant. For example, Iran's position has been very low compared to other countries' on the list of TEAMS TESTS over some years. Other surveys also show that efficiency level in educational system is low. Most of the difficulties the system faces are due to such deficiencies. Due to the importance of the subject, the researchers decided to do a survey to study and compare the factors affecting the efficiency of the human resources in Fars Office of Education(4).

Methods

The present research is a descriptive analytic type done as a field study. The statistical population

Table1. Comparing mean of current and ideal situation efficiency

	Mean	SD	Mean differences	SD	df	SD Error	r	Sig
Current situation efficiency	84.72	12.24	98.50	32.84	202	2.35	42.7	0.000
Ideal situation efficiency	183.57	32.35						

Table2. Pearson correlation coefficient for current and ideal situations' efficiency

	No	Mean	SD	r	Sig
Current situation efficiency	203	84.72	12.24	0.118	0.093
Ideal situation efficiency		183.56	32.35		

consisted of all Fars Educational System personnel, and the sample population, including 713 staff members, was selected through classified random sampling. The research environment was offices of education.

In order to measure the efficiency of the subjects, two Likert-Type scales designed by Hossainpoor (5) were used. The face validity of the scales was ratified by experts in Shiraz University. The reliability of the scales was computed through Cronbach Alfa that came to be 0.79 and 0.89 for the current and ideal situation, respectively. After the completion of the questionnaires by the participants, they were coded and the data were analyzed using SPSS software (version 14).

Results

The computed mean for efficiency in the ideal condition was 183.73 with standard deviation 32.40. It was found that the computed value of the mean was significant at $p < 0.01$.

In order to show the significance of the computed mean for efficiency in the current, the statistical

technique of one sample T test was used. The results showed that the mean was 81.87 with standard deviation 14.5. It was also found that the computed value of the mean was significant at $p < 0.01$.

As shown in table 1, there was a significant difference between efficiency of the current and ideal situation. The computed mean and SD for efficiency of ideal situation were 84.72 and 12.24 and for that of the current situation were 183.57 and 32.35, respectively. In order to find out if there was any significant difference between efficiency in these situations, the statistical correlated t-test was used.

The results showed that there was a significant relationship between the efficiency of both ideal and current situations, meaning that with a change in one, the other one also will change. The results also showed that, regarding efficiency, the means in current and ideal situations did not correlate significantly (Table 2).

Regarding the efficiency factors for the ideal situation, it was found that the highest rank was given to the job security and the lowest rank was assigned to the job quality. The rest of the rankings are shown

Table 3. Result of freedman test for ranking factors for ideal situation

Items	N	Mean	SD	Least	Most	Mean ranking	Factor ranking
Job security	592	3.5676	0.667	1.00	4.00	7.23	1
Services & welfare pensions	592	3.3840	0.845	1.00	4.00	6.17	2
Income	592	3.3199	0.852	1.00	4.00	5.52	3
Job quality	592	3.3580	0.608	1.00	4.00	5.03	4

Table4. Result of freedman test for ranking efficiency factors for current situation

Items	No	Mean	SD	Least	Most	Mean Ranking	Factor Ranking
Job security	621	2.7987	0.883	1.00	4.00	7.94	1
Services & welfare pensions	621	1.9795	0.513	1.00	4.00	4.20	2
Income	621	2.2273	0.495	1.00	4.00	5.85	3
Job quality	621	2.1127	0.655	1.00	4.00	4.93	4

in table 3.

Through ranking factors for current situation showed that the highest ranking was assigned to job security and the least ranking was assigned to services and welfare pensions. This was also computed by freedman statistical technique (Table 4).

The results found for the efficiency factors for the ideal situation was found to be statistically significant. In order to determine the significance of the means of the rankings for both situations, Chi Square was used (Table 5, and 6).

Table 5. Chi square result for means of ranking of both situations

No.	Chi Square	df	Sig
621	1382.189	10	0.000

Table 6. Chi square result for means of ranking of ideal situations

No.	Chi square	df	Sig
592	226.946	10	0.000

Discussion

The purpose of this study was to survey and compare the factors affecting efficiency of the staff of the Fars Office of Education. This office is one of the biggest social organizations having the most number of personnel with the responsibility of cultural transformation either through teaching or in other ways. Therefore, any society following sustainable development needs to offer a proper education to its people and this is not done unless the personnel are efficient. Therefore, efficiency of the personnel needs to be investigated (6).

Experts believe that there are six factors affecting the efficiency of any organization including human, organizational, economic, political, institutional, and

social. Among all factors mentioned above, human factor is the most importance (7).

The success of an educational system depends heavily on its staff. If the management of the system is capable of attracting and keeping the qualified and highly motivated personnel and satisfies their needs, then it can guarantee the efficiency of the system. The system efficiency is enhanced through the reinforcement of human dignity and preparing the situations for promotion of the human power. Therefore, success of the personnel is directly associated with the quality of work life and this directly affects the ability of the organization to serve its clients.

The results of this study showed that job security was the most important factor affecting the efficiency. This was true for both the current and ideal situations. The income was another factor that mostly affected the efficiency. Therefore, it seems that the personnel's primary needs should be met through welfare plans such as low interest loans (gharzolhasaneh), mortgage loans, job benefits, and above all creating job security. This can pave the way to satisfy the spiritual needs and so the personnel's performance efficiency.

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