

IDENTIFY THE ORGANIZATIONAL FACTORS AFFECTING THE EFFICIENCY OF HUMAN CAPITAL

(A case study of the recreational and Cultural Organization of Isfahan municipality)

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Abstract

The present study aimed to identify and prioritize the effective organizational factors for efficiency in the Organization of recreational and cultural Isfahan municipality. the statistical community this research, all the staff of this organization to number 150 people formed from these by using a formula to determine the sample size number of Cochran 107 as the sample size selected by simple random sampling, questionnaires were distributed and collected. The questionnaire tool gathering information researcher in cultural factors-social, environmental and administrative. Methods of analysis of information on this research in descriptive level, average, standard deviation and inferential level, single track, analysis of variance t-test, factor analysis. The results showed there was "an explicit description of the tasks of operating a transparent" with the highest load factor 0.918 ' emphasis on reporting was a bit "0.065 the lowest load factor to themselves. Except for the factor of "stressing factors of the reporting enterprise in objective quantification» other higher-than-average level later in the productivity of human resources are impressive. Operating a "pay attention to the family by the Organization of personnel staff» with 0.938 is the highest and " the friendly competition between colleagues operating "with 0.125 the lowest load factor to themselves. As well as all the social factors in the cultural dimension is higher than the average level in the efficiency of manpower are impressive, the findings also showed "the operating safety in the working environment" with 0.927 is the highest and "agent communication organization with similar organizations and partners" with the lowest load factor 0.065 times to. As well as all environmental factors in the higher than average level on the productivity of human resources are impressive. Personal suitability factor "between corporate interests and that he has been given" with the highest load factor of 0.910 "job satisfaction" with times, 0.307 the lowest load factor to themselves. As well as all individual-level factors in human resources at a higher efficiency than the average levels are impressive. The highest impact factors in the efficiency of Samanid manpower to themselves, and have the lowest rate of individual factors, the impact on the productivity of human resources.

Keywords: productivity, manpower, organizational factors, cultural organization of the municipality of recreation

Introduction

In the current turbulent conditions that rarity is specifically because of time, human capital, and the optimum use of it to achieve organizational goals and gave the best outsourcing is one of the

issues raised in the management of organizational survival is possible, what makes efficiency. on the significance of the find is culture and cultural organizations in recent decades, the necessity of paying attention to the concept of corporate efficiency to one of the main concerns of these organizations. What are the cultural organizations that benefit industries the possibility of offering services tailored to citizens ' demands and needs with the quality and desirability of achieving optimal and reasonable cost possible. In the meantime the efficiency of staffing for some reason that will come; more important than other Type efficiency. Without a doubt, before the monitoring and measurement of productivity due to factors that are influential on it could greatly help to upgrade its level. Hence the researcher sought to identify the factors affecting productivity in the Organization of recreational and cultural Isfahan municipality sells produce.

Statement of Problem

Organizations, a set of human factors, technical, structural and cultural that are achieving preset targets set and shared at interaction. In today's competitive world that productivity in all areas increased only organizations can stay in this turbulent world of the best funds in resources use, especially its human resources have the highest efficiency. On this basis, the most important component of any organization's human capital are the organization who neglect to supply the needs and demand of them is unavoidable. The efficiency of human resources is one of the most important dimensions of organizational efficiency, effectiveness and performance of an enterprise-level optimization of human capital.

Several studies of the relationship between positive and significant organizational environment [1] liberty and independence and development and reward internal [2] hierarchy and organizational structure, job satisfaction and performance [3] the freedom of action and open the suck [4] occupational safety and employee compensation services, identification of jobs, the importance of jobs and independence in work [5] knowledge of the occupational requirement, having control over the occupation and enjoyment of Jobs with high prestige [6] independence of people in jobs and growth opportunities increasing, the progress and skills [7] organizational and the productivity of human resources.

Many researchers with an emphasis on the role of manpower on the efficiency factors such as organizational culture, performance indicators, triggers are approved. Hershaur in a model that is defining staffing efficiency; several factors that directly and indirectly affect the productivity will affect manpower in the form of data, the effect of the actions of individuals on personal productivity and enterprise organizations and eventually outputs. Goodwin also emphasized the point that the most important resources of an organization is its human resources, motivational factors to emphasize very much. He will share organizational model defining improve efficiency for manpower in the form of attitude and angirsh with factors such as participation, communication and individual objectives negotiating [8].

What is more important than the importance and role of human resources is based on organizational productivity and the factors that affect the staffing efficiency. why identify and reinforce these elements causes the enhancement of the quality of efficiency. Cory (1998) factors affecting the efficiency of the work force comprises the satisfaction, motivation and effort, wages and working hours, remuneration system and spirited individuals and the attitude of management toward efficiency [9]. Ozbilljn (2005) [10] levels of wages, creativity, flexibility

and organizational structure, skills and abilities they have and the Wysocki and Kepner (2006) [11] the appropriateness and quality of work life of employed, job, job satisfaction, the nature and importance of the work, the character of individuals of effective factors on efficiency of manpower.

Environmental issues and problems of welfare issues, the nature of the Act [12] feel trust and effectiveness [13] Motivator factors, leadership, environmental conditions, organizational culture [14] [14]bazkhor performance, understanding the environmental compatibility, jobs, work, credit managers, organizational support, motivation and instruction [15] including interest as factors. Alvani and Ahmadi (2001) on the comprehensive pattern design management factors affecting the efficiency of the workforce; these factors in the dimensions of the motivational (material and spiritual motives); the leadership way (partnerships, guidelines); creativity and innovation (the entrepreneurial spirit, suggestions, resistances, budget); public morale training and competitiveness (competitors, spirited competition, communication with the outside environment), the physical and mental health, demographic characteristics (age, sex) and work experience[8].

The success of any business organizations today through wnhit depend on the full use of human resources of the force came and this is a challenge that increasingly such supervisors, managers and executives of the Organization and work of the obsessed. Today, manpower in the industrial and economic development is the main role of other responsible human resources as a factor in production and development are not raised but also the quality and performance of the workforce and enhance the productivity of it much attention is hence increasing productivity factors, especially the manpower of most major economic targets as growth and development in the stream. The main objective of the effective and optimum use of every organization, managers of various facilities and resources such as labor, capital, materials, energy and information. in this regard, optimum use of human resources (staffing efficiency) of a certain importance is because manpower is not only an operating enterprise resource use decisions, but other factors.

What has raised the question as to whether this was due to the importance and concept of the span efficiency on one hand and load the new cultural organizations located in the human interactions of modern life as an integral part of human society, on the other hand, the efficiency of manpower in these organizations more pause. Therefore, the factors affecting the efficiency of manpower in these organizations can be in addition to the possibility of planning and strengthening these elements, an effective and positive results in the improvement of the status of life in organizations that directly interact with people on. On this basis, the researcher has followed up the effective factors on the productivity of human resources in the Organization of recreational and cultural identify and determine the Isfahan municipality.

Research method

Methods the study was descriptive of the type of the Statistical Society collection; the research, all the staff of the cultural and recreational organization of Isfahan municipality to the number formed from the 150 person using a formula to determine the sample size number of Cochrane 107 as the sample size chosen. methods of data analysis in this research is descriptive level average, standard deviation and inferential level, single track, analysis of variance t-test, factor analysis research tool, based on the three Utrecht researcher The level of effective factors on

efficiency of manpower that the validity of it on a three-level formal, approved content and structure and its validity by cronbach 0/85 was calculated.

The research questions

- 1-What is socio-cultural factors on the productivity of human resources is effective?
- 2-What environmental factors influencing the productivity of human resources is effective?
- 3-What are the management factors affecting the productivity of human resources is effective?
- 4-What individual factors influencing the productivity of human resources is effective?

The table below shows the

The findings of the research

The findings of the study on the factors affecting the efficiency of enterprise human resource management in social-environmental, cultural, and individual in the tables factor of each component and the severity level of each relative to average.

In answer to the question “ *What is socio-cultural factors on the productivity of human resources is effective?*” The following table of factor analysis, average, standard deviation of each of the factors indicate

Table 1- Factor analysis and the extent of the severity level of each of the effective factors on the productivity of human resources in Enterprise

Enterprise Factors	Average	standard deviation	T	Sig	Factor analysis	sig	KMO	Bartlett
A good ethics Manager in the Organization	3.56	0.939	6.007	.000	0.240	0.000	0.647	456.986
In-service training of personnel	3.58	0.917	6.373	.000	0.432			
The upgrade jobs based on individual expertise	3.50	0.844	5.849	.000	0.132			
Friendly relations with staff Manager	3.73	1.055	6.948	.000	-0.138			
Adherence to the rules and regulations of partners	3.63	1.088	5.867	.000	0.788			
There is an explicit and clear description of the tasks	3.44	1.082	4.099	.000	0.918			
Existence of devolved authority	3.43	.842	4.543	.000	0.705			
The importance of giving the Organization the creative personnel to comments	3.36	.806	4.547	.000	0.573			
Employees ' interests with the interests of the Organization link	3.33	.972	3.439	0.001	0.556			
The emphasis on quantitative reporting	2.90	.960	-1.032	0.305	0.076			
Comment-seeking individuals in major corporate decisions	3.38	1.053	3.666	.000	0.908			

The findings of the Table 1-there factor shows “an explicit description of transparent” with the 0.918 is the highest and “little emphasis on the reporting of operating” with times, 0.067 the lowest load factor to themselves. Also, except for the little “ The emphasis on quantitative reporting

“ other factors in enterprise-level ($P > 5$) is higher than the average level in the efficiency of manpower are impressive. The coefficient of Bartlett and the Kaiser test Meyer olekin (647/0) also show the adequacy of the sample and the correlation between organizational elements later.

In answer to the question “ *what environmental factors influencing the productivity of human resources is effective?*” The following table of factor analysis, average, standard deviation of each of the factors indicate

Table 2- Factor analysis and the extent of the severity level of each of the factors in the efficiency of manpower in the social-cultural dimension

Social-cultural factors	Average	standard deviation	T	Sig	Factor analysis	sig	KMO	Bartlett
Adherence to Islamic teachings in the work environment	3.58	1.019	5.773	0.000	0.727	0.000	0.701	188.782
Put the welfare and recreational facilities, and facilities available to staff	3.31	0.960	3.283	0.001	0.931			
Note to families of employees of personnel agencies	3.37	0.924	3.983	0.000	0.938			
Existence of job security (not worried about job loss)	3.64	1.037	6.271	0.000	.341			
The friendly competition between the partners	3.48	0.879	5.436	0.000	.340			
respect to the personnel of the organization staff family	3.43	0.841	5.089	0.000	0.343			

The findings of the Table 2- shows "respect to the personnel of the organization staff family» with 0.938 is the highest and the “The friendly competition between the partners” with 0.340 the lowest load factor to themselves. Also, all of the factors in the social and cultural level ($P > 5$) is higher than the average level in the efficiency of manpower are impressive. The coefficient of Bartlett and the Kaiser test Meyer olekin (0.701) also show the adequacy of the sample and the correlation between organizational elements later.

In answer to the question “ *What are the management factors affecting the productivity of human resources is effective?*” The following table of factor analysis, average, standard deviation of each of the factors indicate

Table 3- Factor analysis and the extent of the severity level of each of the effective factors on the productivity of human resources in the environment

Environmental factors	Average	standard deviation	T	Sig	Factor analysis	sig	KMO	Bartlett
Take advantage of new equipment	3.36	0.924	3.890	0.000	0.922	0.000	0.555	202.703
New advanced technologies	3.84	1.170	7.330	0.000	0.354			
Hygiene and cleanliness of the working environment	3.96	0.874	11.166	0.000	0.418			
Continued use of the scientific research	3.34	0.945	3.649	0.000	0.192			

organization in the field of human resources								
Note the organization administrators to meet the needs of employees	3.34	0.892	3.867	0.000	0.397			
Telecommunications organization with similar organizations and partners	3.33	0.933	3.591	0.001	0.003			
Safety in the workplace	3.31	0.965	3.285	0.001	0.927			

The findings Table 3- show " the operating safety in the working environment", with 0.927 is the highest and "agent communication organization with similar organizations and partners» with the lowest load factor 0.065 times to. As well as all environmental factors later in the level ($P > 5$) is higher than the average level in the efficiency of manpower are impressive. The coefficient of Bartlett and the Kaiser test Meyer olekin (555/0) also show the adequacy of the sample and the correlation between organizational elements later.

In answer to the question "What individual factors influencing the productivity of human resources is effective?" The following table of factor analysis, average, standard deviation of each of the factors indicate

Table 4-Factor analysis and the extent of the severity level of each of the effective factors on the productivity of human resources at badfardi

Individual factors	Average	standard deviation	T	Sig	Factor analysis	sig	KMO	Bartlett
The satisfaction of a job	3.31	0.946	3.261	.002	0.308	.000	0.668	208.438
Feel the Justice of working environment	3.66	1.184	5.567	.000	0.406			
Individual character	3.48	1.110	4.349	.000	0.799			
Fit between organizational and individual interests, post that he has been given	3.41	0.940	4.340	.000	0.910			
Being equipped with a combined staff experience and college education	3.36	0.912	3.928	.000	0.611			
The demographic characteristics of the staff (age, gender, etc.).	3.39	0.916	4.236	.000	0.869			

Findings Table 4 shows the proportion of individual interests and the "operating an enterprise mail that she was given" with 910/0 is the highest and the job satisfaction of "operating" with times, 307/0 the lowest load factor to themselves. As well as all individual-level factors in later ($P > 5$) in the productivity of human resources is higher than the average level is impressive. The coefficient of Bartlett and the Kaiser test Meyer olekin (668/0) also show the adequacy of the sample and the correlation between organizational elements later.

To determine the ranking of each of the factors of Table 5 and Table 6 order ranking factors affecting productivity of manpower and test the Friedman shows.

Table 5-ranking factors

Factors	Ranking Average
Environmental factors	2.9
Enterprise factors	4.00
Social-cultural factors	1.61
Individual factors	1.48

Table 6 - friedman test

N	83
Chi2	219.011
df	3
Sig	0.00

The findings of the table shows the highest impact factors in the efficiency of Samanid manpower to themselves, and have the lowest rate of individual factors, the impact on the productivity of human resources.

Discussion and conclusions

Determining factors affecting productivity, there are different opinions and each of the scientists and pundits characterized as factors influencing factor and occupational factors in continuous training because jamal the managers and employees, promote the motivation to work among the better and more appropriate in establishing the fields of innovation and creativity for managers and employees, establishing a proper system of pay based on performance and establishing system of punishments and rewards work and discipline, social conscience, the transformation system And the key role of the methods that are sensitive to and strengthening the Organization's policies on governance and domination of national duty as effective productivity.

It is the most important contributing factors in the reduction of productivity within an organization can be, the existence of discrimination between employees, job insecurity, lack of planning and mg on the medium term or long term, a proper work environment is not conducive, the lack of attention to the needs of staff, the use of ncrdan obliges specializes in jobs lack training, occupational and personal talents, nahmahngi, kfaiti and alaqqi, the current administrator of the Foundation and move up manpower noted.

The findings of this study showed that the existence of explicit and clear job description, pay attention to the safety of the personnel of the organization staff family, in the workplace and organizational fit between individual interests and the post of the important factors in staffing efficiency. As well as all individual-level factors in human resources at a higher efficiency than the average levels are impressive. The highest impact factors in the efficiency of Samanid manpower to themselves, and have the lowest rate of individual factors, the impact on the productivity of human resources.

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