



Relationship between individual characteristics and effectiveness of human resources staff

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ABSTRACT

The present study examines the relationship between individual characteristics and effectiveness of human resources staff of the University of Kermanshah focuses light. This descriptive study based on survey and is branching out. Inventory data is collected. In order to measure the individual characteristics of human resources At standard questionnaire "Bass, and AldryjValnzy" and part of the questionnaire has been developed based on the model used is Talkut Parsons The reliability of individual features 0.85 and the reliability of the 0.87 was obtained Both the questionnaire and Cronbach's alpha over 0.7 are thus the reliability of both questionnaires were required. Statistical volume of about 470 employees Glider (non-faculty members) are Based on the sample was selected as the Morgan Dujy 270 finally 291 questionnaires were collected. For the normal data obtained from the Kolmogorof test - Nuf smear was normal and the test results confirmed the data. Spearman correlation test research hypotheses, were approved And normal test results confirmed the data Hypothesis test of solidarity with my Speer, were approved and they proved positive and significant effect This means that the individual characteristics of human resources is stronger The study population will increase the effectiveness of staff.

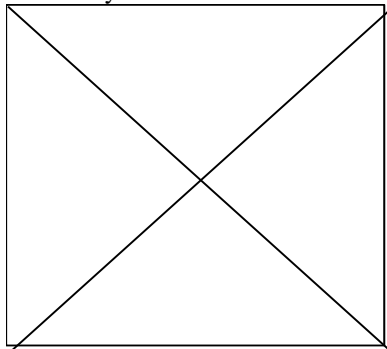
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Introduction

The world with their varied achievements of constant change is unpredictable.

Alvin Toffler believes, "twenty-first century as the era when humans would be interesting to learn the theory The man is now able to change it, it is necessary to handle the power and courage in the face of it appears Accomplish this will be achieved when the modern human is able to prepare himself for future changes much in the world.

It also provided the knowledge, skills and the dynamics. Living in today's world requires a complete understanding of business skills is the use of this tool. Without such a tool would be extremely difficult and requires competition and loss of opportunities in the daily lives of individuals and communities.



Understand the true role and position organizations to respond to the question of why some organizations are successful always helps.

Understand what factors underlie such a joy for the continued survival of the organization creates Closely familiar with the concept and application of manpower and its use is associated with the organization (Drucker, 1380: 13).

Beginning of the Industrial Revolution (about 1760 AD) a huge change in HR occurred. One direct result of the industrial revolution, the emergence of large factories in industrial societies, and replace the machine rather than being in the industry. The machine makes a great leap in human power was produced And the appointment of a production system based on workers employed in factories and then became head of a labor and management of these resources.

In the past two decades, organizations have to significantly change the characteristics of organizations with Tmrgz, globalization and have become a team-based leadership. Temporary staffing agencies in the organization is a major investment And organizations seeking to take advantage of the capabilities and skills of human resources In order to maximize their efficiency and productivity, Using the concept of individual differences in the use and application of knowledge, ability and skills of human resources is critical. Industry to increase its factories, organizations, agencies and various companies led And human resources management and supervision of staff and the attention was more tangible. Human resource managers are not simply the duties of staff But effective measures in the maintenance, improvement and optimal use of human resources, capable human beings, with character and temperament to suit the culture and goals, Instead of using tools that are available to control and constant surveillance, they have the work ethic and a strong work culture.

Important element of course work and building societies and organizations. For those not associated with the alienation, Wind of technical and physiological psychology is favorable. Should economic and social situation in which the work is done Workers in such a way that feels fair and proportionate to the

skill and effort to his work and his wages are paid in proportion to wages and other working groups (Robbins, 1385: 14).

The most important source of strategic human resource organizations, and create competitive advantage and advanced technology without the presence of educated human resources, has failed. The first step in resource management, recruitment and staffing is provided. If these steps do not correct the poor people in the cause is obvious and hidden problems

And certainly after the establishment of these organizations will be difficult to fix the shortcomings. In order to reduce problems caused by the improper selection and recruitment of manpower, the measures would be. The proportion of jobs created or Purslane education, personality, experience, age and Each organization to ensure optimal performance of your employees should be given to two important principles:

1 - Selection: Excellent service requires the careful selection of staff. In addition to professional skills based on knowledge and technology and human behavior aspects should also be gifted.

2 - Training: the key to success in service and service, is investing in staff training.

As the science of management and organization in early 1900, rapidly evolved, And the evolutionary nature of organizations and organizational effectiveness criteria appeared.

The concepts in dynamic interaction with institutions and corporations and a growing global population growth and evolved.

During the last hundred years the pure and original concepts about people, organizations, workers, managers, systems and networks have grown

And the shaping of thought and behavior of managers, staff and policy makers was Today's world, and labor organizations as the most valuable corporate resources, which are the custodians (and Brnch Baker, 2002).

Today more than ever determined that the growth and development in organizations and communities that depend on the proper use of manpower is Currently the main building of human resources, increase process efficiency and effectiveness And most valuable asset and is considered the golden key competition (Bliss 1381: 1).

Individual characteristics of human resources

In recent years, the human factor in organizations have a central place.

In today's changing world lay behind the traditional thinking about management, we have entered the field The thought of it filled up the telecommunications and information and to reflect on relations Relations and labor force participation rather than Advanced Human Performance and is handmade. Management of research shows that increased knowledge in the context of its work force before the And consultation and participation in the affairs of their labor demand, Synergistic far more than the traditional static and enjoy. (2000, Bhatt).

Manpower, in terms of creative thinking and everything is organized. Because any changes and improvements in organizational systems and processes are done by humans. Exploitation of intellectual power and capabilities of employees who are named as the capital behind it, Capabilities needed to create a structure that could lead to staff in achieving the goals of current and future (2005, Hitt).

In today's world is the world organization. Human resources as the most valuable corporate resources, and activities entrusted to approach and promote organizational goals and ideals of the organization plays a major role. The meaning given to areas of

human resources and organizational goals provide. Lester tar and most important competitive advantage for organizations in the third millennium, the intelligence and wisdom and knowledge of human wisdom knows. He believes that oil and other natural resources can not be sources of wealth creation. But the passion and wisdom of people who can move society towards growth and excellence.

If people want the new challenges of the global process may have no way Knowledge and intelligence role in the development of their communities unless they are full of ideas (2003, Gelade).

If you have already accepted the principle that human behavior is, he needsSo should we accept the differences between people based on their needs.

Management science in recent decades as part of diversity management is considered. Understanding these differences and features that will increase productivity. One of the major problems is that their managers and the evaluation criteria are considered forAnd why try to get people together to shape the needs, demands and standards of their own.

It makes sense not only the relationship is distant and detached.The incidence of human relationships and behavior from the other side is about Tvtyh And his behavior in order to understand their needs (2006, Frico).

Individual differences under management, including challenges to the management challenges. Research suggests that individual differences in the level of workers is minor but increasing complexity of individual differences in job surprisingly increased. With increasing work pressure and the complexity of this requirement is that managers look to cultural differences. The following important dimensions of individual differences, there are scholars (Syed Jvady, 1383: 1362).

Attitudes

Capabilities

Emotions

Figure 1: Conceptual model of individual differences in human resources (Jvady S., 1383: 1362)

Effectiveness

In order to achieve effectiveness and efficiency needs, goals and objectives of individual and organizationalWhich is associated with the type of individual and organizational satisfaction. So in addition to increasing productivity, efficiency and productivity of the organization, raise morale and sense of responsibility and makesSatisfaction of their work and their organization, their satisfaction and happiness (2003, Verdis&pashiardis).

Shalby efficacy has been defined,"The ability for an administrator in a privileged position for negotiations with the environment and the use of scarce and valuable resources."The definition of effective competition for scarce resources in the business concept is to consider the effectiveness of Adjective and a large number of variables are involved (2002, Shalabi).

The theory suggests that effective leadership is FydlrIn 1973, director of relations with partners, including the effectiveness, of the predetermined And the amount of power that the manager gets to know her.Tutu believes that "the effectiveness of rotational and continuous process that starts the programAnd includes all activities that are organized in order to achieve goalsAnd decides that they do what is good and desirable. "(1995 roxburgh).

Kavan and states that if an effective organization that is able to:

- 1 - with the proper functioning of the organization and motivate employees to improve their effectiveness.
- 2 - to reduce their power costs.
- 3 - Enhance the quality, increase.

Parsons, the effectiveness of the goals of the organization's work knows that the four critical functions (compliance, business purpose, unity and latency) depends on (2003, Kwan & Walker).

Resources are available in relation to efficacy Indicators to measure the effectiveness of the organization suggests that some of them are mentioned in this section:

Smith, 2002 Seventeen patients in the study of organizational effectiveness and 14 measurable criteria are summarized Adaptability and flexibility of these criteria in 10 patients, 16 of productivity and job satisfaction was noted in 5 patients (2002, Smith).

Brs with a literature review of how to improve organizational effectiveness criteria proposed Because the criteria for comparing the organization, assess the impact of organizational improvement and determine what features of organizations, specifically the effectiveness of the organization as they are used to build infrastructure. These criteria include (2000, BARATH).

- 1 - Effect of 2 - Production 3 - Performance 4 - quality 5 - Growth 6 - Event 7 - 8 in the absenteeism rate - moving in a 9 - Satisfaction 10 - Motivation 11 - Spirit 12 - Control 13 - Integration and Conflict 14 - flexibility and adaptation 15 - Scoping and planning 16 - consensus in the 17 - instituting 18 - adjustment of the normal 19 - 20 director of communication skills - skills, task management, 21 - Telecommunications and information administration 22 - ready 23 - evaluation by external people.

Chladvry in his study in Melbourne, Australia, has pointed to indicators of the effectiveness of schools (1988, Chelldurai).

- 1 - target 2 - Expectations 3 - 4 feedback - positive and stimulating strategies 5 - Leadership 6 - Accountability 7 - 8 parent participation - a sense of belonging to the 9 - 10 education - support system.

In 2003 by 719 Hvska and methodological criteria for the ten leading causes, which are summarized in (2008, Hosaka& et al):

- 1 - 2 business leadership - shared goals and perspectives 3 - The learning environment 4 - I can focus on learning and 5 - high expectations - 6 positive reinforcement 7 - Show the progress of 8 - Student Rights and Responsibilities 9 - training targeted 10 - how is the receiver.

Ultimately the goal is to be noted that the effectiveness of the organization more able to reach their desired goalsThe effect is more.

Research objectives:

The content expressed in this research are the following objectives:

- 1 - Identify and evaluate the impact of individual characteristics on the effectiveness of staff in light of Kermanshah University
- 2- Identify and evaluate variables such as self concept, self-esteem, their prosperity, and self-regulatory effect of light and effective solutions and recommendations for the use of a light unit managers and staff experts To improve the effectiveness of these units.

Hypothesis:

The main hypothesis of this study are all expressed that:

- 1-Between individual characteristics and effectiveness of human resources staff, there is a significant relationship.

- 2- Between the self concept of human resources and organizational effectiveness, there is a significant relationship.
- 3- Between self-esteem, human resources and organizational effectiveness, there is a significant relationship.
- 4- The success of its human resources and organizational effectiveness, there is a significant relationship
- 5- Between self-regulatory, human resources and organizational effectiveness, there is a significant relationship.

Method:

Because researchers in this study to describe the objective and systematic individual differences in human resources Employees pay part of Kermanshah province Glider And the terms and conditions of these two variables in the analysis will This study is based on data gathered from the survey is a descriptive study of the branches.

Community members were included in the study of light of Kermanshah University staff (non-faculty members) are The information needed to conduct this study were collected from the two following methods:

The library:

The method for collecting information about the study of literature and history books, theses, articles, databases and Internet resources were used.

Field methods:

This includes consulting and interviews with participating in the questionnaire design and analysis, it is used.

The main tool in the evaluation study, which was one of the common tools of research and direct method for obtaining research data. Two types of questionnaires have been used to measure variables One to measure the effectiveness of individual characteristics and other measures are taken Individual characteristics questionnaire consisted of 21 questions that examine the individual features based on "Bass, and AldryjValnzy" deals.

Effectiveness of the questionnaire consists of 15 questions that evaluate the effectiveness of the model deals Talkut Parsons. To describe and analyze data from descriptive and inferential statistics were used.

Tests used in this study include tests Kulmogrof - Smirnov and the correlation coefficient is my Speer.

Kulmogrof test - Smear Nuf :

In order to determine the type of test used to investigate hypotheses need to examine our assumptions about the data being normal or abnormal.

The results of this test using parametric or non-parametric statistical methods for testing the theories we use.

Distribution of observations follows a normal distribution	$H_0 : p = 0$
Distribution of observations follows a normal distribution	$H_1 : p \neq 0$

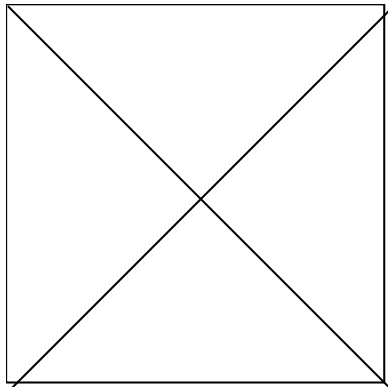
Test Results	Sig value	Test	N	Variable
Normal distribution	0.278	0.993	291	Individual characteristics
Normal distribution	0.809	0.639	291	Self concept
Normal distribution	0.280	0.991	291	Self-esteem
Normal distribution	0.491	0.833	291	Their success
Normal distribution	0.694	0.711	291	Self-regulatory
Normal distribution	0.278	0.711	291	Effectiveness

As you can see in Table 1 The test statistic at the 0.05 level is less than the critical value Therefore, the null hypothesis of normal data and accepted hypothesis suggests that the lack of normal data is to be rejected.

Thus, the normal data to test this hypothesis the Spearman test is used.

Findings and conclusions

Effectiveness of the organization is common to all so that the majority of research in the field of organization and management knowingly or not knowingly, directly or indirectly to have it. The fact that the various pressures and limiting factors And is also facing conflicting goals Inevitable that they should be appropriate and proportionate way he responded. The framework is required to bring in a different time Mass with internal and external fields, and often varied widely in their This phenomenon is due in part to the wide And various dimensions of this exception is that the universities are not (1988, Chelladurai). Study the individual characteristics of the fundamental issues of human resource management, it is proven that the arrangement of the individual features will enhance the effectiveness of the organization Individual characteristics of human resources as an effective strategy in maintaining the organization's human resources and increase productivity. The hope is that a space is created in which one of the following conditions occur:



The people (managers and subordinates) or purpose of your organization to understand and treat Or if the target is a direct result of their work in achieving the objectives realizable see Whatever the intentions of the individual to be closer to the enterprise The performance will be better (1995, Roxburgh).

Considering all mentioned the importance of individual characteristics and human resources to increase the effectiveness of staff Researchers in this study, individual characteristics of workers in light of Kermanshah And its relationship to efficacy were studied.

The goal of achieving a particular theory of the four main hypotheses were tested and the results are as follows:

Findings related to the original hypothesis

Between individual characteristics, there are significant human resources and employee effectiveness.

Spear correlation between individual characteristics and effectiveness of the 0.0559 I / was This correlation indicates that the individual characteristics of workers in light of a fundamental role in improving the efficacy of The size and features a more powerful personal effectiveness will be increased.

Findings related to the first sub-hypothesis

There is a significant relationship between self concept and efficacy. The result of the correlation coefficient Spear I was

such a significant level of self concept in 0.01 and 0.0486, including is a direct and significant effect.

Findings related to the second sub-hypothesis

There is a significant relationship between self-esteem and efficacy.

The result of the Spearman correlation coefficient was significant at the level of self-esteem 0.01 and the correlation coefficient with the index 0.0689 is a direct and significant effect.

It can be concluded that self-esteem in staff Glider role in improving the efficacy of any size and more people are self-efficacy will increase.

Findings related to the third sub-hypothesis

There is a significant relationship between success and effectiveness.

The result of the Spearman correlation coefficient was significant at the level of their success 0.01 And including the correlation coefficient 0.0437 And is significantly correlated with efficacy. It can therefore concludes that the success of its academic staff are most. Will enhance effectiveness.

Findings related to the fourth sub-hypothesis

There is a significant relationship between the effectiveness of its regulatory and The result of the correlation coefficient Spear I was such a significant level of self-regulatory 0.01 And including the correlation coefficient 0.0517 And is significantly correlated with efficacy. So we can conclude that whatever may be its further enhance the effectiveness of supervisory staff will be.

According to the research objectives and results achieved during the study recommendations and observations made are as follows:

- 1 - The ongoing study on the impact of individual features of human resources And determine the effectiveness of light changes with the needs and demands of increasing effectiveness and future planning.
- 2 - planning to make organizational goals in a match between the quality of education, interesting jobs and ...
- 3 - more attention to issues of faith and belief in reasonable and appropriate staff.
- 4 - according to the interests and aspirations of individual employees in order to align with organizational goals.
- 5 - by having strong potential for more human resources responsibilities.
- 6 - motivate staff to higher levels of education.
- 7 - to create a mental space for employees to feel more relaxed.
- 8 - and the purpose of disclosure to employees.
- 9 - to avoid wasting time and words to save time.
- 10 - More attention to quality work and quality education.
- 11 - Create interest and willingness in employees to do more work.

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