

## Review of Influence Effectiveness In empowering underlying performance of staff

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**Abstract:** The importance of staff empowerment and its impact on their performance with regard to environmental change and increasing global competition has been the focus of managers. The main objective of this study was to evaluate the impact of staff empowerment on the performance of an underlying influence on them. This research is a descriptive survey of the target application that is based on field research and library. The research of staff of Islamic Azad University (274 people with a high school diploma) and the sample was determined by the formula Coker 160 times. The sampling method in this study, random and variable data using a standard questionnaire enabling spritzer (1995) and underlying performance and moor man and Blakely (1995) (Cronbach's alpha equal to 0.861) were collected. Review data collected by the software (SPSS) was undertaken. The results show that empowerment of staff in the performance of their underlying influences. Effectiveness of empowerment as they affect the performance of the underlying.

**Key words:** *Empowerment, Effectiveness, Performance area*

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### 1. Introduction

Management has concluded that should be the driving force of the outward man, and he moved her into his consciousness. Clear goals for him and gave him a choice. Instead of telling people what to do and how and when they do, To give them the ability to solve their own problems and make decisions for themselves, They feel confident to manage their responsibilities and take (Vattern and Cameron, 2002). Empowering of staff: Some researchers have proposed different definitions of empowerment is synonymous with power, job enrichment, employee involvement and delegation of authority know. This term encompasses the power and freedom to give expression to his office. The concept of organizational culture and change the meaning of courage and guidance in creating an organizational environment. In other words, empowerment means to design organization structure, also the way in which people control their readiness to accept more responsibility as well. Empowerment of staff created the condition that his career in light of their control. To grow enough to assume more responsibilities in the future to exist (Abtahi et al, 2001)

**Influence:** the extent to which the individual's ability to influence the outcome of strategic, administrative and operational requirements in your work. People who are strong in their effectiveness in limiting its capabilities by external obstacles do not believe, Barriers to believe that it can be controlled; they feel "active control", the Environment to allow them to align with your desires. People who feel they

are effective, Rather than try to respond to environmental behavior, their mastery of what they see, they maintain. Performance of underlying performance, "the objective truth" or "the result of the work" is the goal or purpose of showing how much has been achieved (Asker Mohr 1985).

**Performance:** including the performance of the underlying psychology of such volunteer activities selection, attendance and motivation (Van scooters and Moto Wade Lowe, 1996). Soleimanian (2002) in a study designed to define an appropriate model for human resource empowerment showed that employees who have a high level of education, High level of empowerment. Their attitude towards the education of managers and employees are moderate positive correlation percent. Tiba (2005) in a study entitled "Factors affecting employee empowerment" and so Sprinters review states that the service experience is a major factor affecting employee empowerment. Gender is one of the main factors affecting employee empowerment. Possible reasons for the results obtained from this study may be Women feel they have a right to participate in activities in their workplace.

#### 1.1. Research goals

The main objective of the present study was to assess the impact of empowerment on the performance of underlying investment Branch of staff.

Its secondary objective is to determine the impact on performance of the underlying impact of staff in empowering.

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**1.2. Research hypothesis**

**The main hypotheses:** Empowerment of staff affects the performance of the underlying.

**Sub-hypothesis:** the impact of staff empowerment on of staff performance, contextual influences.

**1.3. Conceptual model**

These models enable impact and influence on the performance of contextual in empowering employees to show.



**Table 1:** Classification of the sample according to education

Education	Diploma	Associate degree	Bachelor	MA	education Statistical Society Sample
70	31	145	28	274	
41	18	85	16	160	

**2.1. Methods of data collection**

In this study two methods for data collection and field library is used. 5 item Likert scale range is used. Of degrees totally agree, agree, no comment, disagree, and completely disagree (scores 5, 4, 3, 2 and 1) and the questionnaire used is as follows:

Empowerment of the questionnaire by spritzer (1995) questionnaire and Mormon background by blackly (1995) is collected. Normality test variables are:

**Fig. 1:** the conceptual model

**2. Materials and methods**

The Research is objective, functional and descriptive survey is how to do it. The population in this study is employees Shushtar Branch. Notably, the number of personnel Branch of shush tar 373 persons. In this study, 99 subjects were employees of the school, the type of response to the questionnaire were excluded. The rest of the staff (274 people) with respect to education as outlined in Table 1 is sorted. Stratified random sampling (quota), and the Cochran formula is used to determine sample size.

**H0:** variable distribution is normal.

**H1:** Variable distribution is not normal

The values given in Table 2, since the values of the significance level for variables is greater than 0.05 (Sig>0.05), so the null hypothesis is accepted and the normality of variables. (Significance level is greater than 0.05) resulting in variable data were normally distributed and therefore parametric tests for regression testing can be used to evaluate the hypothesis.

**Table 2:** Distribution of normality in the variables

Variable	Number	Mean	SD	Kolmogorov Smirnov	Significant level
Empowering employees	160	64.737	6.836	1.401	0.059
Performance of the underlying	160	16.443	4.429	0.661	0.661

**2.2. Regression testing of hypotheses**

**The main hypotheses**

Empowerment of the underlying performance of the employees affected.

**Predictive variables:** Empowering Employees

**Dependent variable:** the performance of the underlying.

The results of the regression analysis presented in Table 3. It shows that the achieved significance level F, the amount of 0.000 with 1 and 158 degrees of freedom is lower than 0.05(0.000 = p, 537.23 = (158 and 1)The regression model generated statistically significant. It also varies according to the value of R2, 13 per cent of the total variance empowering employees to explain underlying performance. Amount equal to 87 percent is unexplained. In order to evaluate the predictor variables and the impact of learning on the performance of the underlying, Beta coefficients are

calculated from the results of this study is given in Table 5.

As seen in Table 4 result, the Beta value of this variable is positive and significant impact on the performance of the underlying 0.360 size (0.360 Beta =) and (0.05>p). The regression equation can be written as follows:

(Employee empowerment) 0.233+ 540.5 = performance of the underlying. So, The H1 hypothesis is confirmed. Minor premise: autonomy in the performance of the underlying Empowerment of employees affected.

**Prediction variables:** autonomy and empowerment of employees.

**Dependent variable:** the performance of the underlying.

The results of the regression analysis presented in Table 5 show that the F significant obtained, the amount of 000/0 with 1 and 158 degrees of freedom is lower than 0.05 (0.000 = p), 15.287 = (158 F). The model developed is statistically significant. Also according to the value of R2, Variable Autonomy in

empowering employees 08/0 total percentage variance explained by the underlying performance moved. Unexplained amount equal to 99.02 cent. To examine the effect of the aforementioned variables

to predict the performance of the underlying Beta coefficients are calculated from the results of this study are given in Table 6.

**Table 3:** Calculation of stepwise multiple regressions analyzes to empower employees in the performance of their underlying

Source of variance	Total square	Degrees of freedom	Mean square	F		R	R <sup>2</sup>
Regression	404.456	1	404.456	23.537	0.000	0.360	0.130
	2715.038	158	17.184				
Total	3119.494	159	-				

As seen in Table 6 result, according to a Beta value of this variable is positive and significant impact on the performance of the underlying 0.297 size (Beta =0.297) and (p<0.05) The regression equation can be written as follows:

(Autonomy, empowerment of employees) 0.476 + 11.265 = function underlying. So, the 1H hypothesis is confirmed.

**Table 4:** Beta coefficients are calculated in order to identify the extent and Empowerment of the effect of variables on the performance of their underlying

Variable prediction	B	Standard error	Beta	t	Significant levels
Constant	5.540	2.272	-	2.439	0.016
Empowering employees	0.233	0.048	0.360	4.851	0.000

problem is particularly drawn to the attention of managers. Managers try to increase performance compared to empower them to have more attention.

**3. Conclusion**

In recent years the importance of empowering employees and its impact on their performance, this

**Table 5:** Calculation of stepwise multiple regressions analyzes for self-empowerment of employees in the performance of their underlying

Source of variance	Total square	Degrees of freedom	Mean square	F	Level Significant	R	R <sup>2</sup>
Regression	275.187	1	275.187	0.088	0.297	0.000	15.287
	2844.307	158	18.002				
Total	3119.494	159	-				

**Table 6:** Calculation of beta coefficient to determine the effect of varying the degree of autonomy and empowerment of employees in the performance

Variable prediction	B	Standard error	Beta	t	Significant levels
Constant	11.265	1.366	-	8.245	0.016
Empowering employees	0.476	0.122	0.297	3.910	0.000

**3.1 Research proposals**

According to the results of the statistical analysis was carried out following suggestions are offered:

1. Based on the results of testing the main hypothesis is proposed: Managers and supervisors organizational and planning how to set about empowering employees and their dimensions are of great interest.
2. According to the results of the test sub-hypothesis is proposed to consider the following points: Allowing staff to define the way in their business activities and to choose among them.

Allowing employees to use their initiative to work on different aspects of the work itself competent to see.

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