Review of Influence Effectiveness in empowering underlying performance of staff

H. Jahangiri *, A. Ghahramani, B. AbdolahNia

Department of Humanities, Shoushtar Branch, Islamic Azad University, Shoushtar, Iran

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 Blakeley (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

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 (Vanscooters 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.

* Corresponding Author.
1.2. Research hypothesis

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

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

1.3. Conceptual model

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

![Fig. 1: The conceptual model](image)

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 Shushtar 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 Cochrane formula is used to determine sample size.

<table>
<thead>
<tr>
<th>Education</th>
<th>Diploma</th>
<th>Associate degree</th>
<th>Bachelor</th>
<th>MA</th>
<th>Sample</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>70</td>
<td>145</td>
<td>28</td>
<td>160</td>
<td></td>
</tr>
<tr>
<td></td>
<td>41</td>
<td>85</td>
<td>16</td>
<td>160</td>
<td></td>
</tr>
</tbody>
</table>

Table 1: Classification of the sample according to education

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:

\[ \text{Performance of the underlying} = 0.233 \times \text{Empowerment of employees} + 540.5 \]

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

<table>
<thead>
<tr>
<th>Source of variance</th>
<th>Total square</th>
<th>Degrees of freedom</th>
<th>Mean square</th>
<th>F</th>
<th>R</th>
<th>R²</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>404.456</td>
<td>1</td>
<td>404.456</td>
<td></td>
<td>23.537</td>
<td>0.000</td>
</tr>
<tr>
<td>Total</td>
<td>2715.038</td>
<td>158</td>
<td>17.184</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>3119.494</td>
<td>159</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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:

\[(\text{Autonomy, empowerment of employees}) \times 0.476 + 11.265 = \text{function underlying. So, the } 1H \text{ hypothesis is confirmed.}\]

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

<table>
<thead>
<tr>
<th>Variable prediction</th>
<th>B</th>
<th>Standard error</th>
<th>Beta</th>
<th>t</th>
<th>Significant levels</th>
</tr>
</thead>
<tbody>
<tr>
<td>Constant</td>
<td>5.540</td>
<td>2.272</td>
<td>-</td>
<td>2.439</td>
<td>0.016</td>
</tr>
<tr>
<td>Empowering employees</td>
<td>0.233</td>
<td>0.048</td>
<td>0.360</td>
<td>4.851</td>
<td>0.000</td>
</tr>
</tbody>
</table>

3. Conclusion

In recent years the importance of empowering employees and its impact on their performance, this problem is particularly drawn to the attention of managers. Managers try to increase performance compared to empower them to have more attention.

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

<table>
<thead>
<tr>
<th>Source of variance</th>
<th>Total square</th>
<th>Degrees of freedom</th>
<th>Mean square</th>
<th>F</th>
<th>Level Significant</th>
<th>R</th>
<th>R²</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>275.187</td>
<td>1</td>
<td>275.187</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>2844.307</td>
<td>158</td>
<td>18.002</td>
<td>0.088</td>
<td>0.297</td>
<td>0.000</td>
<td>15.287</td>
</tr>
<tr>
<td>Total</td>
<td>3119.494</td>
<td>159</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Variable prediction</th>
<th>B</th>
<th>Standard error</th>
<th>Beta</th>
<th>t</th>
<th>Significant levels</th>
</tr>
</thead>
<tbody>
<tr>
<td>Constant</td>
<td>11.265</td>
<td>1.366</td>
<td>-</td>
<td>8.245</td>
<td>0.016</td>
</tr>
<tr>
<td>Empowering employees</td>
<td>0.476</td>
<td>0.122</td>
<td>0.297</td>
<td>3.910</td>
<td>0.000</td>
</tr>
</tbody>
</table>

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.

References


Mir aqaei, S. M., (2007), examines the relationship between empowerment and organizational case study of the gas company, the strings of Business Administration, College of Administrative Sciences and Economics, University of Isfahan.


Shabani, H., (2007), skills training, and educational methods and teaching techniques, Tehran: the study and formulation Books Social Sciences (right).

