

# A Study of the Effect of Individuals' General Indicators on the Staff Efficiency of Sistan and Baluchistan Agricultural Jihad Organization

Abdol Ali Keshtegar<sup>1</sup>, Mehrdad Rahvareh<sup>2</sup>, Siroos Taheri<sup>3</sup>

<sup>1</sup>PhD in Human Resource Management, Assistant Professor in University of Zabol

<sup>2</sup>MA Student of Human Resource Management, University of Sistan and Baluchistan

<sup>3</sup>MA student of Human Resource Management, Science and Research Branch, Sistan and Baluchistan

(<sup>1</sup>alikeshtegar@yahoo.com, <sup>2</sup>m\_rahvarehr@yahoo.com, <sup>3</sup>taherisiroos63@yahoo.com)

**Abstract-** Efficiency means the maximum utilization of physical resources, financial resources, and labor force through minimum costs. As our resources are restricted, Efficiency improvement has become a necessity. Undoubtedly, stable economy development of countries depends on Efficiency improvement in every aspect. In such a competitive world, Efficiency improvements considered as the most important strategy and purpose of organizations and institutions. Fairness of payments, equality in organizational procedures and fair interpersonal behaviors in organization play important roles in staff Efficiency improvement and consequently, Efficiency improvement of jihad organization. The purpose of this study is to examine the employee's effect on staff Efficiency of Sistan and Baluchistan agricultural jihad organization. This study is an applied study using an analytical- descriptive and temporal method. Research context is Sistan & Baluchistan agricultural jihad organization. For data collection, labor force Efficiency questionnaire was used. Data analysis was carried out using SPSS software. It can be concluded from the results that there is no significant relationship between general indicators of people and their Efficiency.

**Keywords-** *staff Efficiency, general indicators, Sistan & Baluchistan agricultural jihad organization..*

## I. INTRODUCTION

Nowadays, one of the indicators that make an organization superior over the others is labor force. Having such labor force shall save the organization's face in the society and is a predisposition toward its expansion and growth. Justice is a basic and intrinsic necessity for human beings so that during the history, the existence of which has been a prerequisite for the development of societies (1). Justice hypothesizes parallel to the expansion and development of societies has been transmuted and has been turned from a religious and philosophical issue into a concern for empirical investigations. So many researches have been done on this issue and we can conclude that organizational justice controls many of other variables in an organization. One of most important

consequences of organization justice that recently has attracted many attentions is career satisfaction and organizational citizenship behavior of staff. Thus, to increase motivation and improve staff Efficiency, we should eliminate effective factors, discrimination and injustice of managers from staffs' minds, otherwise staff Efficiency shall be extremely fallen (2).

Undoubtedly, for a dynamic and developed future and economical resistance in such a competitive world, we need to improve our Efficiency and maximize the utilization of the least facilities. Nowadays, both developed and developing countries have figured out the importance of Efficiency as one of the necessities for economic development and superiority in competitions.

Of countries, those who can optimize the agriculture and industrial factors and those whose services are in complete competition with other countries can effectively be present in the international contexts. Such factors are divided into two categories: internal and external organizational factors. The most important external factor is related to macro-economic environment because we do not interact with the global economy and consequently our economy is isolated (3).

### • *Labor force Efficiency in an organization*

One of the most important purposes of every organization is to improve the Efficiency level, and in order for this to happen labor force has a pivotal role. Improving labor force Efficiency means scientifically maximizing the utilization of labor force to reduce the costs and increasing the staffs' managers', and customers' satisfaction and to meet the aims of the organization through the minimum costs and time consumption possible (4).

All over the history, Efficiency improvement has been concerned in every economic and political system. However, systematic and scientific investigations over the quality of Efficiency increase have been started since 230 years ago. As it is an important issue, numerous scholars have studied on this issue and presented us with different definitions that some of which are mentioned as follows:

The term "Efficiency" was used for the first time by Fransua Kene, a mathematician and economist, who believed in physiocracy. Kene developed the economical table and considered the power of governments dependent on Efficiency increase in agriculture. In 1388, another French scholar named Litre defined Efficiency as the knowledge and techniques of production (10). In 1950 European economic cooperation organization officially defined it as "Efficiency is defined as the fraction that is obtained through dividing. The amount or value of the product by the amount or value of one of the production factors" and international labor organization defined Efficiency as: "the ratio of output to one of the production factors (i.e. Land, fund, labor force, and management)". In this definition, management is considered specifically as a production factor. In 1958, the European Efficiency Agency defined it as the degree and intensity of efficient application of production factors.(6).

Dr. John Knedrick and Daniel Karmer have an economic outlook in which Efficiency is defined as "Production rate per capita or GDP for individual/working hours. (6)" Efficiency is the ration of the output of a system to its input. This definition is applicable for different social, cultural and industrial systems.

$$p = \frac{\text{output}}{\text{input}}$$

Such factors as permanent job training for managers and employees, improving motivation among employees to work better, providing proper opportunities for managers' and employees' creativity, establishing proper payment systems based on Efficiency, establishing rewarding and fining systems, job conscience, governance strengthening, and dominating the organization policies can be mentioned for increasing the Efficiency of labor force and employees.(8).

The worst two factors of labor force Efficiency decrease are the imbalance between incomes and expenses and weak management. Also there are some other factors that have the same effects as follows: discrimination between employees, job insecurity, lack of a proper working environment, ignoring the essential needs of employees, lack of control over employees' Efficiency, irrelevant field of study and occupation, excluding the proficiency appliance( meritocracy) , mismatching between individual talents and their career, supervisor incompetency, labor force inflation and successive displacement of labor force.

Advantages and benefits of Efficiency improvement for government of and corporative systems are as follows:

Income increase, expense decrease, demand increase, employees' job satisfaction, promptness of employees, employees accuracy, improving occupational level , more uncorrupted competition, creating a fascinating work place, employees training, payment increase, job security, performing right things and doing things rightly, improving the quality of working life, employees' welfare improvement, motivation increase

## II. RESEARCH METHODOLOGY

This paper is an applied study based on analytical-descriptive approach and temporal method that is done in 2012.

The research context is Sistan and Baluchistan agricultural jihad organization. Forty staffs were selected randomly as our subject society. As our subject society was consisted of 5 diverse groups, stratified sampling method was used for sampling and for distributing subjects into suitable groups, proper assignment method has been used and prototypes of each group were selected randomly. In this research, data collection is done through labor force Efficiency questionnaire. Questionnaire contained 26 items; each item had five alternatives (Likart range) as follows: very low, low, medium, high, and very high.

Data analysis was done through SPSS 18 as follows:

A: data analysis and description of this research is carried out through descriptive analysis, frequency distribution table, graphs, means and standard derivation.

B: to investigate the relationship between quantitative variables, Pearson's correlation test was used.

- *Investigation of the findings related to the research hypothesis:*

Hypothesis1: there is a significant difference among Sistan and Baluchistan agricultural Jihad organization staff based on their marital status.

TABLE I. INVESTIGATING STAFF EFFICIENCY VARIATIONS REGARDING THEIR MARITAL STATUS, IN AGRICULTURAL JIHAD ORGANIZATION

Variables	sex	number	mean	standard deviation	t	df	Sig
Efficiency	Single	3	66.6667	5.85947	0.366	39	0.717
	married	37	68.3947	7.97476			

Findings show that calculated  $t = -0.36$  and  $df = 39$ , so the relationship is not significant at the level of 95 percent ( $P > 0.05$ ). Consequently, we can conclude that staff Efficiency of single and married employees is equal.

Hypothesis 2: staff Efficiency of Sistan and Baluchistan agricultural Jihad organization significantly varies among the employees regarding their sex.

TABLE II. INVESTIGATING STAFF EFFICIENCY VARIATIONS IN AGRICULTURAL JIHAD ORGANIZATION REGARDING THEIR SEX

Variables	sex	number	mean	standard deviation	t	df	Sig
Efficiency	female	15	66.93	5.92	-0.830	39	0.412
	male	26	69.03	8.71			

Finding ( $t = -0.83$ ,  $df = 39$ ) Shows that the relationship is not significant at the level of 95 percent ( $P > 0.05$ ). Consequently, we can conclude that staff Efficiency of male and female employees is equal.

Hypothesis 3: staff Efficiency of Sistan and Baluchistan agriculture Jihad organization significantly varies among the employees regarding their education.

To investigate this hypothesis, one-sided variance analysis test was used, the results of which is presented in the following tables:

TABLE III. RESULTS OF DESCRIPTIVE STATISTIC OF STAFF EFFICIENCY REGARDING THEIR EDUCATIONS

Variables	education	mean	standard deviation	number
Efficiency	Associate degree	71.00	8.98146	4
	BA	66.68	6.65031	25
	MA and above	70.66	9.36467	12

TABLE VIII. VARIANCE ANALYSIS BASED ON THE RESULTS OF DESCRIPTIVE STATISTIC OF STAFF EFFICIENCY REGARDING THEIR EXPERIENCE AND CV

Variables	groups	Sum of squares	Sum of means	df	F	Sig
Efficiency	Inter group	25.450	8.483	3	0.131	0.941
	Intra group	2404.599	64.989	36		
	total	2430.049	-	39		

According to the table,  $F=0.13$ ,  $DF=3.36$ , so the relationship is not significant and staffs' Efficiency does not vary significantly through their experience and CV.

TABLE IV. VARIANCE ANALYSIS BASED ON THE RESULTS OF DESCRIPTIVE STATISTIC OF STAFF EFFICIENCY REGARDING THEIR EDUCATION.

Variables	groups	Sum of squares	Sum of means	df	F	Sig
Efficiency	Inter group	161.942	80.971	2	1.357	0.270
	Intra group	2268.107	59.687	37		
	total	2430.049	-	39		

According to the table,  $f=1.37$  and  $df=2.37$ , so the relationship is not significant at the level of 95 percent ( $P>0.05$ ). Consequently, staff Efficiency of the employees regarding their education is equal.

Hypothesis 4: staff Efficiency of S&B organization Jihad organization significantly varies among the employees regarding their organization group.

To investigate this hypothesis one-sided variance test was used, the results of which is presented below:

TABLE V. RESULTS OF DESCRIPTIVE STATISTIC OF STAFF EFFICIENCY REGARDING THEIR ORGANIZATION GROUPS

Variables	Organizational group	mean	standard deviation	number
Efficiency	Plan and development	70.0000	2.82843	9
	planning	67.8333	8.20627	9
	Financial	71.0000	-	5
	Human resources	73.0000	0.00	6
	utilization	70.122	3.455	11

TABLE VI. VARIANCE ANALYSIS BASED ON THE RESULTS OF DESCRIPTIVE STATISTIC OF STAFF EFFICIENCY REGARDING THEIR ORGANIZATIONAL GROUP.

Variables	groups	Sum of squares	Sum of means	df	F	Sig
Efficiency	Inter group	65.049	21.683	3	0.339	0.797
	Intra group	2365.000	63.919	36		
	total	2430.049	-	39		

According to the table  $F=0.33$  and  $df=5.37$ , the relationship is not significant at the level of 95 percent ( $P>0.05$ ). Consequently, staffs' Efficiency does not vary significantly through their organizational groups.

Hypothesis 5: staff Efficiency of Sistan and Baluchistan agricultural Jihad organization significantly varies among the employees regarding their experience and CV.

To investigate such hypothesis one-sided variance test was used, the results of which is presented below:

TABLE VII. RESULTS OF DESCRIPTIVE STATISTIC OF STAFF EFFICIENCY REGARDING THEIR EXPERIENCE AND CV

Variables	CV	mean	standard deviation	number
Efficiency	Less than 5 years	69.0000	.	3
	5-10	67.7692	7.73686	4
	10-15	67.6429	6.62869	9
	More than 15 years	69.3846	9.63966	24

Hypothesis 6: staff Efficiency of Sistan and Baluchistan agricultural Jihad organization significantly varies among the employees regarding their age.

To investigate such hypothesis one-sided variance test was used and the results of descriptive statistic and inferential statistics are presented below:

TABLE IX. RESULTS OF DESCRIPTIVE STATISTIC OF STAFF EFFICIENCY REGARDING THEIR AGE.

Variables	age	mean	age	standard deviation	number
Efficiency	.	70.0000	.	1.41421	3
	7.73686	65.6667	7.73686	7.90720	4
	6.62869	69.8571	6.62869	7.84324	15
	9.63966	69.6000	9.63966	8.11309	18

TABLE X. THE RESULT OF VARIANCE ANALYSIS BASED ON THE RESULTS OF DESCRIPTIVE STATISTIC OF STAFF EFFICIENCY REGARDING THEIR AGE.

Variables	groups	Sum of squares	Sum of means	df	F	Sig
Efficiency	Inter group	160.601	53.534	3	0.873	0.464
	Intra group	2269.448	61.336	37		
	total	2430.049	-	40		

According to the table  $F=0.87$  and  $df=3.37$ , so the relationship is not significant at the level of 95 percent ( $P>0.05$ ). Consequently, staffs' Efficiency does not vary significantly through their age..

### III. OVERALL CONCLUSION

The results of this study shows that there is no significant relationship between individuals general indicators like marital status, sex, education, age, CV and institutional groups of Sistan and Baluchistan agricultural Jihad organization staff and their Efficiency is the same and depends on other factors. Nowadays, almost all developed countries acknowledged that Efficiency improvement especially labor force improvement is the origin of economic growth and national welfare. The results of this study is the same as Jay Lorch and Paul Lawrence who suggested that "Efficiency is not merely a function of individual characteristics, but it also depends on the organization and environment. (7)

### REFERENCES

- [1] Cardona, M. Kretschmer, T. Strobel, T. (2013). ICT and productivity: conclusions from the empirical literature. Information Economics and Policy.
- [2] Dundar, Tugba. Tabancali, Erkan. (2012). The Relationship between Organizational Justice Perceptions and Job Satisfaction Levels Procedia. Social and Behavioral Sciences. Pages 5777-5781

- [3] de Lara Pablo, Zoghbi Manrique. Guillerm, Caamaño Brito. (2011). TACKLING EMPLOYEE ALIENATION AT WORK: WHAT ROLE COULD PLAY ORGANIZATIONAL JUSTICE?. *Investigaciones Europeas de Dirección y Economía de la Empresa*. Pages 161-171
- [4] Guangling, Wang. (2011). The Study on Relationship between Employees' Sense of Organizational Justice and Organizational Citizenship Behavior in Private Enterprises Energy. *Procedia*. Pages 2030-2034
- [5] Heponiemi, Tarja. Elovainio, Marko. Kouvonen, Anne. Kuusio, Hannamaria. Noro, Anja. Harriet Finne, Soveri. Sinervo, Timo. (2011). The effects of ownership, staffing level and organisational justice on nurse commitment, involvement, and satisfaction: A questionnaire study. *International Journal of Nursing Studies*. Pages 1551-1561
- [6] Hsing, Juh Chang. Li, Chin Hsiao. Hsihui Chang, Hua Huang. (2011). Taiwan quality indicator project and hospital productivity growth. *Omega*. Pages 14-22
- [7] Lorch, Jay. Lawrence, Paul. (1972). *The diagnosis of organizational problems in newton Margulies and Anthony P. Raia: organizational development*. New York: McGraw-Hill.
- [8] Reenen, John Van. (2011). Does competition raise productivity through improving management quality?. *International Journal of Industrial Organization*. Pages 306-316
- [9] Samoilenko, Sergey. Muata, Kweku. Bryson, Osei. (2013). Using Data Envelopment Analysis (DEA) for monitoring efficiency-based performance of productivity-driven organizations: Design and implementation of a decision support system. *Omega*. Pages 131-142
- [10] Soekiman, A. Pribadi, K. S. Soemardi, B. W. Wirahadikusumah, R. D. (2011). Factors Relating to Labor Productivity Affecting the Project Schedule Performance in Indonesia. *Procedia Engineering*. Pages 865-873