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REVIEW THE STATUS OF HUMAN RESOURCES AND ITS IMPACT ON ORGANIZATIONAL IMPROVEMENT OF PASARGAD NON-INDUSTRIAL OPERATION COMPANY

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ABSTRACT

Human resources can be a great effect on organizational operations and process improvement and organizational effectiveness in particular cause. The overall objective of the study was to assess the situation of human resources and its impact on organizational development company Pasargad was non-industrial operations. This study is descriptive. Community surveys of industrial employees of non-industrial operations Pasargad are using Cochran formula and stratified random sample of 310 subjects were studied. Instruments included a questionnaire manpower system (Alwani, 2009; Organizational Allen and Meyer, 1993; Izadi, 2011; Moghimi and Ramadan, 2011; Zakeri *et al.*, 2011) and organizational development of (Solh and Attafar, 2009). Using item analysis confirmed the validity and reliability using Cronbach's alpha was calculated. The reliability of the questionnaire 0.83 of manpower and organizational development 0.89 were reported. Data using descriptive statistics such as frequency, mean, standard deviation, percentages and inferential statistics such as multiple linear regression analysis, path analysis and Friedman test were analyzed. The results and findings showed that provide additional resources to improve the Company's operations outside the industry Pasargad meaningful positive impact. The strongest predictor of the development of non-industrial enterprise Pasargad Operating Company is owned by the manpower planning. This is a strong indicator of the staffing plan. But motivation and job satisfaction was not significant predictor of organizational development. The highest rank in the military aspects of human resources was related to manpower planning.

Conclusion: Based on these findings, we can say if companies and organizations in the monitoring of human resources are considerable, the organization, organizational development grows.

Keywords: Human Resources, Organizational Development, Planning, Pasargad

INTRODUCTION

In today's competitive world, the most productive human capital in organizations deemed other factors that can cause changes in the organization and provide the fundamental results. If the past decade seeing the size of a standard superior manpower, modern weapons, strong army, vast territory and extensive groundwater resources and the right and you were in international fora, the strength of a country's level of productivity and quality of human resources, especially its maintenance depends. Human resources into improving productivity widen, but also organizational and structural requirements needed to be constantly addressed Organization (Vaezi and Vossoughi, 2010). Meanwhile, organizational development is of particular importance. Education and Rehabilitation of the behavior of the individual concerned and change his job performance. The purpose of education is to improve job performance and aims to develop a rapid, prepare the individual for future job responsibilities through access to experience, knowledge, skills and attitude. Training of human resources is an important activity in all organizations (Bernardin, 2003). Always remember that the human resources as a determinant factor in the existence of the organization can also be problematic and managers are desperate to achieve organizational goals. The key role of human resources will be intense competition among organizations for recruiting qualified and managers with a great attitude for entry and exit, and the consequences and costs of losing employees attach (Mehtas, 2006). Optimization of complex objective functions pre-meditated and planned orbiting

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which aims to increase the effectiveness of individuals and organizations continuously and systematically to improve and promote the knowledge, techniques, skills, experiences and attitudes to improve employee job performance and future deals. Improvement in the organization can be improved recipes organizational processes in order to achieve an effective organization which is more focused on human behavior it to the (United Nations Economic Council for Africa, 2006). Learning and improvement process that has been planned by an organization to facilitate the learning of behaviors on the part of employees Bashghl apply. Behavior in a broad sense the term is used to demonstrate the knowledge and skills acquired by employees. The overall objective of training and development are including the acquisition of knowledge and skills (Dive, 2004). Human resources development and strengthening it can have many benefits including manpower planning and development, high motivation, expertise in recruitment, development of organizational commitment, job satisfaction, and job security and better suited to be followed. The organization can improve employee's skills and expertise developed and organizations to reach high levels of achievement and success in today's era of complex and changing drive.

The results of this study can help managers, especially managers, non-industrial Pasargad provide better strategies for developing human resources that could better improve the organization's cause helped. It can also lead to organizational planning and decision optimization. The benefits of this research can be studied non-industrial operations Pasargad managers to identify weaknesses in the human resources supply system and also to have a stable environment. The effects of organizational variables on various factors, especially human resources as well as the critical issues of organizational development and human resources necessary to evaluate the impact of the supply system is upgraded twice. Optimization of human resources as one of the activities necessary to accommodate changing conditions of the labor process the traditional method, it was purely theoretical and classroom-based instead aspect of training, further education and interpretation stroll administrative aspects, but today there are new methods for training of civil servants, including personal development plans, education course / virtual, micro teaching, coaching, managing, MS, learning contracts named. With regard to the role of training in today's development organizations, planning, directing and controlling the path to achieving the goals of any organization is inevitable (Mohabat, 2011).

Meanwhile, the supply of human resources is essential to organizational goals and should not be used to provide human resources and the manpower planning, recruitment, motivation, commitment, job satisfaction and job security agencies to promote corporate and competitive challenge and lose their effectiveness. The organization that does not have proper sanitation and unskilled workers do not understand the confusion is the ultimate goal. If improvement is not to say the company can not succeed in achieving the goals and even as the recession goes. Considering that the aim of the research was to study the human resources supply system and its impact on organizational improvement pasargad is non-industrial operations.

An overview of the theoretical foundations of prior research human resources manpower is one of the entries in the organizational system (Mirsepasy, 2002). In the last half-century of remarkable progress in developed countries due to the change in staffing that has been experienced. In the past, labor, capital, land was considered the main causes of today's technology changes, staffing and increase productivity growth factors are considered. Valuable experience of leading successful organizations about the importance of human capital employed in its expression value of labor organizations (Sokoyo, 2009).

Manpower Planning

Manpower planning is a key part of after-sales field service support with a service guarantee. Human resources are as the most important resource of any organization. In modern society can be found under the administration of the Plan, including, without manpower planning in particular is possible. Achieve the objectives of an organization requires a complete and comprehensive planning where all needs and supplies it possible to be predicted.

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Staffing and Recruiting and Hiring

Recruitment is a process by which people seem to be able to join the organization's potential and their assignments are to identify and attract them towards the organization.

Staff an intermediate process, ie the process for those seeking mix (job applicants) and those who want the power mix (recruiters) face each other for the first time to the next process (choosing) their actual ability to obtain jobs and Login organization is designated.

Motivation

Motivation can be described as something intentional. The word "willful" refers to personal choice and resistance. The word "voluntary" has been the driving force in achieving the goal of targeting specific shows (Nel *et al.*, 2004). In simple words we can say that motivation is a set of forces that attract people to the behavior of behavioral options is (Griffin and Moorhead, 2009),

Organizational Commitment

Directors in relation to issues constantly tried to control their employees. Imagine hiring managers is that when a person is in a position to accept all of its terms. Some managers on the issue of employee satisfaction can be increased through reward and encourage to do, insist. Perhaps the thought is that employees, managers, subordinates, and they must accept their commands (Shukui and Xiaomin, 2009).

Job Satisfaction

Job satisfaction is a phenomenon that occurs as a result of various factors and their impact on various factors (Rezaeian 2006). On the one hand, and job satisfaction as an independent variable on the dependent variables such as productivity, absenteeism, mobility and turnover, the behavior of the individual in society person's attitude toward family and social environments, cultural, political and other influence the dependent variable and the independent variables affect the rights, benefits, relationships with colleagues and supervisors, job security and the type of work (Ismail and Ali Renan, 2007).

Job Security

In organizational life, including job security issues that employees of organizations engaged and part of the mental and intellectual energy is spent on this issue. When discussing the issue of job security official and ensure the rights and benefits in mind if the job security in today's world depends on the state of lifetime employment is not a job employee empowerment (Soltani, 2000). Job security is to promote the empowerment of the individual to provide so that the expertise and capabilities of the organization depends on the person and the person is required to have expertise and capabilities (Arabi *et al.*, 1989; Afshar, 2009).

Education and Human Resources Development

Undoubtedly the present world, world organizations and people, custodians of these organizations, people who blow the soul in the body, it moves in turn and run. Organizations without manpower just do not make sense, but they may also be administered. Even with technology companies and turning them into a mass of hardware remains a critical and strategic role in the survival of human beings, is quite evident (Khoshnevis Zadeh, 2008). In the training of human resources as one of the essential activities to accommodate changing conditions of the labor process in traditional methods, based purely theoretical classes and practical training instead of the more educational aspects stroll administrative sense, but today there are new methods for training of civil servants, including personal development plans, virtual learning courses, training, wisdom, coaching, Management Master, named learning contracts (Mohabat, 2011).

Research Background

The results showed Shafeghat and colleagues (2013) the impact of organizational commitment on performance of industrial enterprises based on the model of Meier and colleagues showed between organizational commitment, affective commitment, normative commitment of financial and non-financial performance of industrial companies is effective and continuing commitment to no impact on performance. Results of Montazeri (2013) investigated the relationship between job security and mental health of the railroad Hormozgan staff indicated the correlation coefficient between job security and mental health of employees is equal to 0.46 and correlation between job stability and mental health of

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employees is equal to 3.0, Pearson's correlation coefficient between creativity and mental health of employees is equal to 0.25. Correlation between workplace emotional and mental health of employees is equal to 0.44. The lack of correlation between job stress and mental health of employees is equal to 0.39. In this Ghasemi (2004) called internal factors affecting labor productivity in the Islamic Republic of Iran Post Company showed all $Dvha\ Xi$ represents the relationship between inter-organizational factors affecting labor productivity and labor productivity. The performance appraisal system of employees and labor productivity relationship to exist, the activity of a group of employees and labor productivity relationship to exist, the relationship between job satisfaction and productivity of manpower to exist, between the material and the physical working environment and labor productivity are related, the participation of employees in decision-making and activities and their productivity are related. Among the many benefits, workplace and labor productivity are related. BenKhoff (1997) in their study examines organizational commitment and organizational performance objectives for sales and profit curves of payment. He concludes that organizational commitment is significantly related to corporate financial success (Shafaqat *et al.*, 2013). Assad (2000) in a study stating that the physical environment in deciding to stay or leave the organization will be effective; the managers in this study compared to their less dogmatic and instead to other factors (other than environmental factors) as the variables affecting survival or leave the organization asserted.

The Research Hypotheses

- 1 the supply of human resources and its dimensions (manpower planning, recruitment and staffing, organizational commitment, motivation, job satisfaction, job security, organizational development), has a significant positive impact on the company's organizational development process is industrially Pasargad.
- 2 dimensions of human resources supply system, improving predictability of Pasargad non-industrial operations Company.
- 3- Dimensional model of human resources has impact on organizational development operations in non-industrial companies like Pasargad?

MATERIALS AND METHODS

Methods

This type of research as applied as a research method. Community survey of industrial employees of non-industrial operations Pasargad to 560 people is which ten were women and 550 were men. For sampling, stratified random sampling and Cochran formula was used to estimate the sample size was 228 patients. In order to better generalize the results of 330 questionnaires distributed, 310 questionnaires were evaluated to determine the appropriate analysis. Instruments included are two questionnaires: (1) human resources supply system to measure the extent to which variables of different questionnaires and inventories using the dimensions as follows: After planning (Alwani, 2009), the staffing and recruiting and hiring (Alwani, 2009) organizational commitment, (Allen and Meyer, 1993), motivation (Izadi, 2011), job satisfaction, (Moghimi and Ramadan, 2011) and job security (Zakeri *et al.*, 2011). 2 questionnaires to measure organizational development Attafar and (Solh, 2009) were used, which is composed of 31 items.

RESULTS AND DISCUSSION

Findings

In response to the first research hypothesis that the supply of human resources and its dimensions (manpower planning, recruitment and staffing, organizational commitment, motivation, job satisfaction, job security, organizational development); has significant positive impact on the company's organizational development process in industrially Pasargad. Linear regression (simple) using the results of which are presented in Table 1. As shown in Table (1) observed variables and dimensions of human resources (manpower planning, recruitment and staffing, organizational commitment, motivation, job satisfaction, job security, organizational development) each way, 0.76, 0.18, 0.55, 0.48, 0.54, 0.31, 0.52% of the variance in explain organizational development Co-op Industrial non-Pasargad. Also, the beta

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coefficient, we can say that the variable supply of human resources and its dimensions (manpower planning, recruitment and staffing, organizational commitment, motivation, job satisfaction, job security, organizational development) each way, 0.87, 0.42, 0.74, 0.69, 0.73, 0.56, 0.71 has positive impact and significant improvement in the company's organizational 0.0001 in Pasargad non-industrial operations company. Table 1 Results of linear regression to examine the impact of human resources and organizational development company operating on non-industrial aspects of Pasargad.

Variable	R	R ²	β	T	Significance level
Human resources	0/87	0/76	0/87	0/87	0/0001
Manpower planning	0/42	0/18	0/42	8/24	0/0001
Staffing and recruiting and hiring	0/74	0/55	0/74	19/53	0/0001
Organizational Commitment	0/69	0/48	0/69	12/39	0/0001
Motivation	0/73	0/54	0/73	19/04	0/0001
Job Satisfaction	0/56	0/31	0/56	11/92	0/0001
Job security	0/71	0/52	0/71	18/28	0/0001

In response to the second hypothesis, that the dimensions of the human resources supply system, improving predictability of Pasargad is an enterprise-industrial operations multiple regression is used the results are presented in Table 2. According to Table 2 it can be seen that the dimensions of the human resources supply 84 percent of the variance in organizational development, non-industrial operations, the company predicted Pasargad it. Findings indicate that, after a beta program 0.37 strongest positive predictor of organizational development Pasargad is now non-industrial operations. Then after the beta 0.27 job security, organizational commitment, and staffing and recruitment 0.25 Beta with Beta 0.230 is positive and significant predictor of the variance in organizational development Pasargad are now non-industrial operations. The results indicate that a significant predictor of job satisfaction and motivation for Organizational Improvement Pasargad are non-industrial operations.

Table 2: The results of the predictive role of human resources in the non-industrial Improvement Company of Pasargad

Aspects of human resources	F	P	R	R ²	β	t	Significance level
planning	274/09	0/0001	0/91	0/84	0/37	11/50	0/0001
Staffing and recruiting and hiring					0/23	8/45	0/0001
Organizational Commitment					0/25	7/54	0/0001
Motivation					0/07	1/85	0/06
Job Satisfaction					0/06	1/69	0/09
Job security					0/27	7/9	0/0001

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On the question of the final model, the effect of the impact of human resources on improving the supply of non-industrial enterprise operations Pasargad how? Path analysis was used. The results are presented in Table 3. In order to validate the final model using Lisrel path analysis method was used. Results obtained in the form of numbers (1, 2) are presented. Figure (1 and 2) to evaluate the effect of human resources on the development of non-industrial enterprise Pasargad operation using path analysis is discussed. For the purpose of improving the supply of human resources and organization independent variable, the dependent variable is considered.

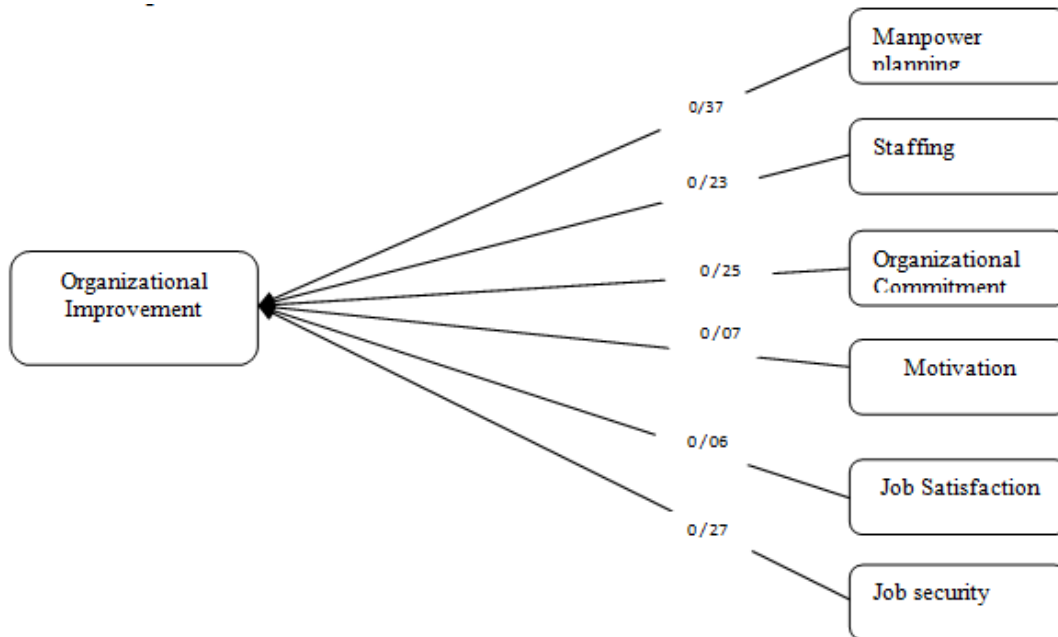


Figure 4-1: The impact of the supply of human resources on organizational development Organizational Improvement non-industrial operations Pasargad standard model numbers

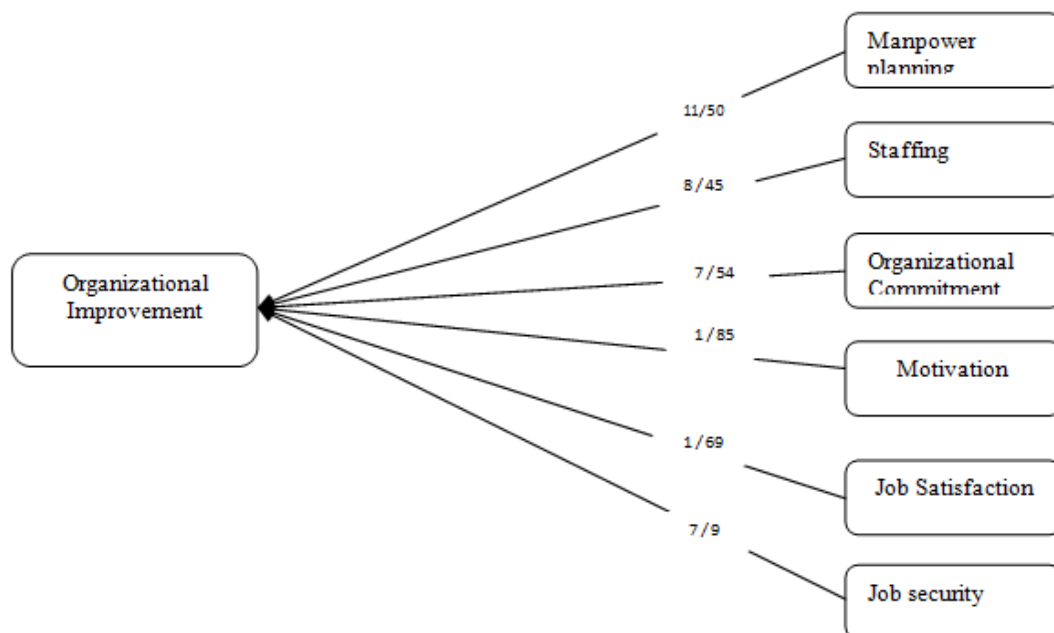


Figure 4-2: The impact of the supply of human resources on organizational development Organizational Improvement non-industrial operations Pasargad, the model in significant numbers

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The results obtained indicate that all aspects of human resources supply system based on non-industrial operations Pasargad affect the company's organizational development. The results are: Results Figures 1 and 2 show that each dimension of human resources (Manpower planning ($0.05 > P$ and $0.37 = \beta$; $11.5045 = t$); staffing and recruiting and hiring a significant positive impact ($0.05 > P$ and $0.23 = \beta$; $8.45 = t$); organizational commitment significantly positive effect ($0.05 > P$ and $0.25 = \beta$; $7.54 = t$); motivation significant effect ($0.05 < P$ and $0.07 = \beta$; $1.85 = t$); job satisfaction significantly positive effect ($0.05 < P$ and $0.06 = \beta$; $1.69 = t$); based organizational Improvement Actions non-Pasargad not industrial. positive and significant impact of job security ($0.05 > P$ and $0.27 = \beta$; $7.9 = t$); upgraded Pasargad company's non-industrial operations.

To determine the fit of the model, using the software Liserl, different values of the fit was calculated (Table 4-18).

According to the table we can see that the acceptability of fit indices of NFI, CFI, IFI, GFI and SRMR error correlation between low indexes of model fit is relatively good.

Index	The main criterion	What is elegant?	Description	Amount
NFI	Model compared with the model without regard for his	Must be greater than 0.9	The standard-fit index	0/90
CFI	Model compared with the model without regard for his	Must be greater than 0.9	Comparative fit index	0/92
GFI	Assess the relative amount of variance and covariance	Between zero and one must be equal to or greater than 0.9	Goodness of fit index	0/90
IFI	Comparing the model with the independence model	Must be greater than 0.9	The fit indices of the mental Carey (incremental)	0/89
SRMR	The total mean square error	If it is smaller than one	Standardized root mean square residual	0/10

Based on the results and findings showed that provide additional resources to the development of non-industrial operations Pasargad Company has a significant positive impact. The strongest predictor of non-industrial operations Pasargad owned enterprise reform plan is followed. This is a strong indicator of the program is planned. But motivation and job satisfaction was not significant predictor of organizational development. The highest rank in the military aspects of human resources was related to Manpower planning.

Conclusion

The results showed that the supply of human resources and its dimensions (Manpower planning, recruitment and staffing, organizational commitment, motivation, job satisfaction, job security, organizational development), and a significant positive impact on the improvement of the Company's Non-Pasargad industries. The results of Yazdani and Gholami (2012), Taleghani and Malek Akhlagh (2007), Mousavi (2008), Joan (2009) and Tayeb (2005) is aligned. Findings also showed that after Manpower planning strongest predictor of positive and significant organizational improvements in the non-industrial companies is Pasargad. This may indicate that managers pay special attention to indicators Manpower planning in Pasargad is company's non-industrial operations. Among managers can be said regarding particular aspects of manpower are indicators Manpower planning. The results also confirm the fact that when in the companies of non-industrial operations Pasargad to consider aspects of the human resources and enhance its enterprise development in the industrially Pasargad companies rising toward the upgrade will be assessed. Overall, the final model for all dimensions except the dimensions of motivation and job satisfaction could predict the significance of organizational development. The same can be said of

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the use of the human resources supply system variables needs further and greater alignment of motivation and job satisfaction should be done.

Research Proposals

1 conduct research in other industrialized and non-industrial companies and even the country and compare our results with other similar studies and to identify and solve the challenges associated with research.

2 Analysis of current status and desired status of research and evaluation in the context of its environment perform such research.

4 suggest that in future studies to assess fully all aspects of human resources is why raising the possibility that this type of assessment provides a different perspective provides a more comprehensive picture of the variables assessed besides the possible biases that prevent employees of the manpower system.

5 Analysis of the survey data on the occupations of initial analysis and variables in order to raises the level of validity of research aspects.

6 reviews of human resources and other organizations in various aspects consider other variables affecting organizational improvement. Basic model of the human resources supply system, designed for different levels of uniformity between companies and their executives.

7 redefining the optimal and correct supply systems, human resources and organizational development due to the rapid changes in today's world

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