

Reviews to determine the share of each equipment manufacturing firm performance HRM practices Sepahan (mapna group)

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Abstract

This research determines portion of every action taken in the human source management field on the functionality of Sepahan equipment constructing company. This research is based on **descriptive-correlative** method which is performed by **scaling** method. Statistical population of this research is consisted of the staff of Sepahan equipment constructing company that the number of them was 235 people in the year 2013. 146 people of them were selected based on **Kerjisi& Morgan** table by application of random sampling method as a "t" of sample of variance. Findings of this research are analyzed by the application of Rahe, Variance analysis test and Pierson's **correlation** coefficient test.

Reasonability level is determined as (≤ 0.05) for the "p" test hypotheses.

Results of the research indicated that:

Recruitment, training human sources, compensation services and flexible job schedules, have positive reasonable relation with company's functionality.

Introduction

Human sources management can make it possible for the organizations to recognize and use knowledge and specialty of the staff, knowledge is of human features anyway and organizations can't easily transmit knowledge among their staff. Although the knowledge, specialties and skills of the staff are available for the organization, it needs these skill to be utilized in progress of the organization (Aarabi, 23, 2007).

Functionality management which causes enhancement in taking advantages of human sources, is of paramount importance since in today's competitive world, benefiting has enhanced in all fields and merely organizations which can use the most capacity of their sources can remain (Abtahi, 8, 2006). Nowadays, in new and

modern organizations, human sources and taking the best advantages of them is counted as the most determining factor of the organization's success(Javadin,8,2009).

The necessity of research

In considering effects of human sources actions in productive functionality of organization, four criteria should be applied to indicate human sources actions, such as: employment, payment, promoting obstacles and training. Combining a bunch of human sources activities is positively correlative with taking advantage (Yechnivski et all,1997,35).

9 human sources management variables consisted of working groups of major's interfaces², quality cycles³, gathering staff's suggestion's systems, planned job cycles⁴, entrusting responsibility⁵, combining duties, function based payments, internal and external training of the company, are considered in the consideration of effect of new actions of human sources management on innovation function of organizations in different parts.This research resulted in naming human sources management activities differently such as, human sources management's applicable activities, human sources management's occupational activities or innovative activities, and human sources novel activities.

Because of different purposes of this research, criteria and measurements of this research have been done in various methods (Larson & Fuus⁶; 2003; 57).

Purposes of the research

The main purpose of this research is determining portion of each of the human sources management's activities on the function of Sepahan equipment constructing company.

Hypotheses of the research

Main hypothesis: human sources activities have reasonable correlation with the function of Sepahan equipment constructing company.

Subordinate hypotheses:

First hypothesis: There is reasonable correlation between recruitment activities of human sources and function of the company.

Second hypothesis: There is reasonable correlation between training human sources activities of the human sources and function of the company.

Third hypothesis: There is reasonable correlation between compensation services of human sources activities and the function of the company.

Analyzing statistical data

Forth hypothesis: There is reasonable correlation between making effective communication and relation with the staff which is of human sources activities and the function of the company.

Explanation and prioritization of human sources activities' factors in "recruitment" from repliers view. Table 4-6

Speeches	mean	Standard deviation
Employers should present enough information about human sources policies so that they make good imagination of job duties' nature.	2.842	1.154
The process of selection (assignment, interview, etc.) must be efficiently managed.	2.787	1.090
Job information gives me a clear definition of the duty that I'm supposed to do	2.952	1.026
Within introduction process I met the people that I will work with.	3.246	1.0 47
I got familiar with my unit during the introduction(for instance; distribution places, facilities tour, responsibility`s information).	3.137	1.086

based on the table(4-6) of recruitment, the highest mean refers to "I met the people that I will work with during introduction process" which is "3.246" and the lowest mean refers to "The process of selection is efficiently managed" which is "2.787".

Explanation and prioritization of human sources activities' factors in "training human sources" from repliers view. table 4-7

Speeches	mean	Standard deviation
There is strategic attitude toward training	3.143	1.056
High understanding of type of train needed(analyzing the needs)	3.013	1.030
There is awareness of references' locations and training speciality .	3.013	1.023
There is combination of enough skills(social, problem solving, language and mathematics).	2.979	0.978
Existence of positive atmosphere in which staffs seek to be the best and have enough incentive of learning and improving their skills	2.794	1.162

Based on the table (7-4) of training human sources, the highest mean refers to " there is strategic attitude toward training" which is "3.0143" and the lowest mean refers to "Existence of positive atmosphere in which staffs seek to be the best and have enough incentive of learning and improving their skills" which is "2.794".

Explanation and prioritization of human sources activities' factors in "compensation services" from repliers view. table 4-8

Speeches	mean	Standard deviation
Human sources' policies of organization has payments proportional to my job	2.212	1.004
I feel that" compensation services" change proportional to my responsibilities' increases.	2.541	1.139
Personnel of this organization are paid proportional to their job functions.	2.301	1.140
My general income is fair according to my duties and responsibilities.	2.239	1.109
I prefer my salary raises rather than receiving extra increasing advantages.	2.294	1.350

based on the table (8-4) of "compensation services", the highest mean refers to " I feel that" compensation services" change proportional to my responsibilities' increases." which is "2.541" and the lowest mean also refers to " Human sources' policies of organization has payments proportional to my job" which is "2.212".

Explanation and prioritization of human sources activities' factors in "effective communication and relation with staffs" from repliers view. table 4-9

Speeches	mean	Standard deviation
Experience of members of a group can contribute their progress.	3.650	3.352
Those members who are silent and inactive in group works don't gain experience as those who are active.	3.171	1.182
Information based decisions are better than witness based ones.	3.369	1.050
Democratic decision making results in the most effective actions.	3.212	1.090
Final criteria of any decision making is unanimous decision making.	3.308	0.928

based on the table(9-4), of "effective communication and relation with staffs", the highest mean refers to the " Experience of members of a group can contribute their progress." which is "3.650" and the lowest mean refers to " Those members who are silent and inactive in group works don't gain experience as those who are active." which is "3.171".

Mean distribution and standard deviation of human sources management and company's functionality, table 4-14

Items	Mean	Error	Standard deviation
Recruitment	2/993	0/054	0/659
Training human sources	2/989	0/057	0/688
Compensation services	2/517	0/060	0/732
Effective communication and relation with staffs	3/342	0/061	0/748
Job opportunities	3/124	0/066	0/805
Management development	2/776	0/062	0/755
Flexible job schedules	3/406	0/071	0/859
Human sources management	2/021	0/040	0/486
Company's functionality	2/921	0/053	0/646

Based on the table (14-4) the most priority refers to "flexible job schedules" with mean amplitude of (3/406) and the least priority refers to human sources management with mean amplitude of (2/021) .

correlation coefficient between recruitment and company's functionality, table 4-15

Item	Number of tests	Correlation coefficient	Reasonability level
Relation between Recruitment and company's functionality	146	0.000	0.632

based on the information of the table of (4-15), according to the critical amplitudes of the table (0.000), there is a reasonable relation between recruitment and company's functionality with $p \leq 0.5$ of Pierson's correlation coefficient.

correlation coefficient between training human sources and company's functionality, table (4-16)

Item	Number of tests	Correlation coefficient	Reasonability level
Relation between training human sources and company's functionality	146	0.248	0.003

based on the information of table (4-16), according to the critical amplitudes of the table (0.003), there is a reasonable relation between training human sources and company's functionality with $p \leq 0.5$ of Pierson's correlation coefficient.

correlation coefficient between compensation services and company's functionality, table (4-17)

Item	Number of tests	Correlation coefficient	Reasonability level
Relation between compensation services and company's functionality	146	0.210	0.011

Based on information of the table (4-17), according to the critical amplitudes of the table (0.011), there is a reasonable relation between compensation services and company's functionality with $p \leq 0.5$ of Pierson's correlation coefficient.

Correlation coefficient between communication and relation with staffs and company's functionality, table (4-18)

Item	Number of tests	Correlation coefficient	Reasonability level
Communication and relation with staffs	146	0.094	0.260

Based on information of the table (4-18), according to the critical amplitudes of the table (0.011), there is not a reasonable relation between communication and relation with staffs and company's functionality with $p \leq 0.5$ of Pierson's correlation coefficient.

Conclusion

Findings of this research indicated that recruitment has reasonable correlation with the company's functionality.

Human sources management is of paramount importance in functionality analysis in this research. Training and improvement of human sources and compensation services also have reasonable correlation with company's functionality, However, communication and relation with the staff does not have reasonable correlation with the company's functionality.

References

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