The impact of political behavior on empowerment in the city of Khorramabad Regional Water Company

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Abstract

On the one hand and on the other hand unavoidable political behavior phenomenon empowerment organizations, one of the obsessions of the issues raised in the management and organizational life. Due to the fact that it was not possible to eliminate this kind of behavior in organizations and even some functional aspect of political behavior to achieve organizational goals. In view of the objectives of this study, empowerment strategies, the principles of empowerment, the impact on the empowerment of political behavior, political behavior on the impact of employee empowerment in the water district's Lorestan. The effect of political behavior on the four dimensions of competence, sense of meaning, feeling and sense of self-efficacy was evaluated based on the view Spritzer. In this study, the questionnaire method with seven-point range and scale for ranking data usage, so regression analysis using spss software was used to test all the hypotheses. Cronbach's alpha obtained for the 22 questions, 95 /. . Results were obtained, suggesting that the empowerment of political behavior and its effects on positive impact and despite of that in some cases the impact of the weakness shown it can be due to sampling error, and quite something that can be generalized to the entire population is not known. It is recommended that at paving the way for the strengthening of positive behavior through effective political good effect in their first encounter, among other partners, sympathy, avoiding a belligerent and controversial person mode and a willingness to compromise, being loyal the covenant, in the course of empowering employees to take steps so that the work is not considered vain and through improving their behavior from a political point, the ability of the organization to improve themselves.

Keywords

Political behavior, empowerment, competence, sense of meaning, a sense of usefulness, a sense of self-questioning, of seven options, regression analysis.

Introduction

Some executives believe that the executive director, the policy of natural elements is a strategic decision. Their strategic decision to engage in material interests are defined. This enables managers to get together and to the bias of control and lead a coalition. Strategic decision-making more efficient, positive views about their political behavior. Since the concept of political behavior often used by managers of information for personal gain, it can be distorting policy database and follow it to a poor strategic decision process ends. In addition, the executives, political behavior is wasting their time. Their limitations in relation to politics and in larger conflict between their actions (Moghadam, 1381).

In the last two decades, enabling and empowering employees are set to become one of the concerns of their managers. Because the managers have found that people correctly, about one-third or more of their waking hours at work spend hours. Empowering employees leads to increased strength and dignity in the workplace is on. That good people can know themselves more to their hearts. They are healthy and physically healthy people healthy work environment and increasing the efficiency of the assistance (Nasr Esfahani, 1381, 49).

Director traditional one who always knew what to do and gave instructions to its employees. But in today's organizations and progressive businesses, issues, and sometimes very complex and difficult, so no one about how to do things, not confidence. Such as, the political behavior of staff, conflict, power, conflicts and disputes, and these are in discussions. (Babaei et al., 1381).

Problem statement

By moving societies towards a knowledge society, which has become a source of human attention reflects the importance that all attempts are made, it appears that a large number of employees dissatisfied with their work and seeking work are more significant. Making organizations to empower their employees as one of the indicators of employee performance improvement and one of the new approaches in this century has led (Babaei et al., 1381).

Economic and non-economic consequences of their employees have tried, political behavior of their work.used goals (Eskandari, 1381, 11). Those who do not pay attention to political behavior, the view that the political system ignore. If possible, every organization or formal group within a group coordinated, consistent, helpful, reliable, has taken into account the spirit of cooperation we were dealing with a very beautiful world. Who look from the perspective of a non-political organization, it has always been assumed that all members of the organization are working for the benefit. On the contrary, those who look to the organization of political views, it can express a lot of irrational behavior. For example, explain why not give information to other employees because the organization "empires" will be formed, because their victories organizations to listen to everyone, but failures to carry concealed, and why the numbers are manipulated To better the image of stakeholders to demonstrate and eventually the organization

to do things that are incompatible with the demands of the organization, but want to improve the efficiency and effectiveness thereby (Robbins, 1376,255).

Hypothesis

1) Is the political behavior of the staff competency effective?

2) Is a sense of autonomy political behavior affect employees?

3) Is the meaningfulness of political behavior affect employees?

4) Do you feel the influence of political behavior (effective) effective staff?

Model Concept
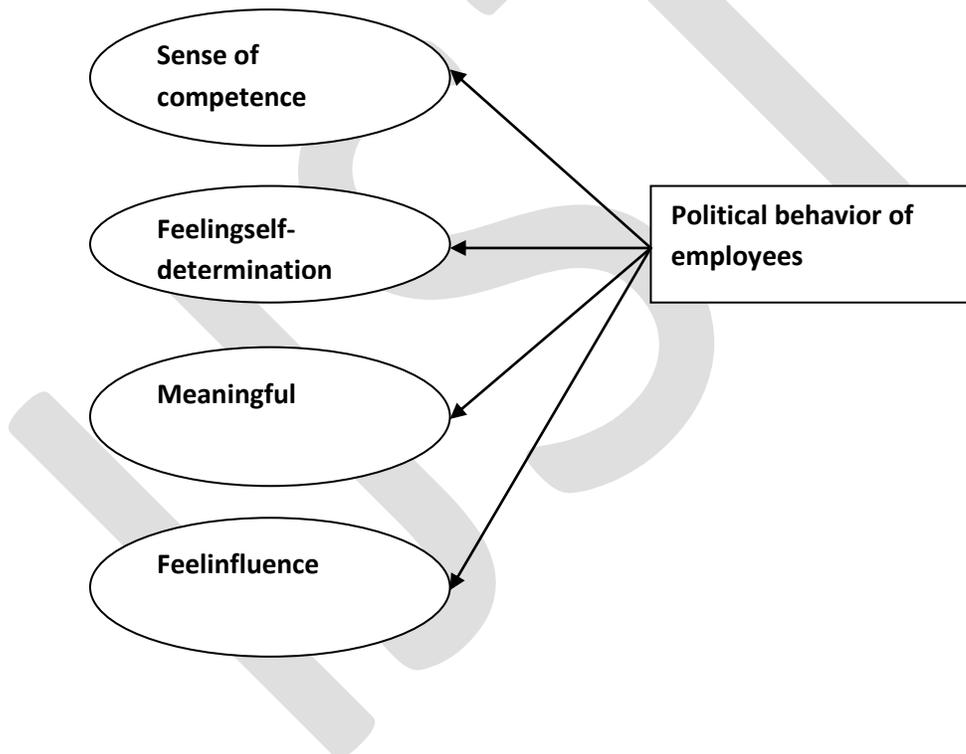
Sampling Method

The generalization of the desired size, availability of time and other resources, and finally end the study done for the sake of it, different types of sampling designs will be selected (the same). This method is used when the population strata and groups and is composed of a relatively large number (Momeni, 1384).

The sampling method used in this study is simple random sampling.

cronbach	question	variable
./.87	1-10	**Political behavior of employees**
./95	11-13	**Sense of competence**
./80	14-16	**Feelingself-determination**
./95	17-19	**Meaningful**
./78	20-22	**Feelinfluence**
./95	Total cronbach	

To conduct a systematic investigation is required to be set, so that the view described meanings understandable to everyone. Measurement, strictest and most accept description of the process for assigning values to attributes of objects and events slightly(clamps, 1384,287). Descriptive statistics analysis, the act applied to a specific group of people that have been observed(sample) is limited. In the case of people who fall outside this group, no result will not beam on this group and those outside it, does not assume any resemblance (Hooman, 1376,286).

In this context descriptive information obtained from questionnaires distributed in two parts, in terms of descriptive statistics included. The first part contains information on the gender, education and years of service of employees in the form of frequency tables and diagrams drawn.

The main hypothesis

"It seems that political behavior affects empowerment."
In line with the above hypothesis was simple regression, correlation coefficient between the two variables using SPSS software political behavior and empower468/. Sigamount equal to00/0 by Md.drfact, astheSig.(2-tailed)can be obtained fromsmaller05/0H1acceptedthat the general expression of political behavior in predicting and explaining changes in the effective

empowerment and its dimensions. Therefore, there is a positive relationship between the two variables.

The first sub hypothesis:

"It seems that political behavior has an impact on staff competency." first hypothesis was used in the regression analysis, multiple correlation coefficient between the two variables with SPSS software political behavior and competency of employees 305 / .r Sig 000 times / 0 by Md. dr fact, as the Sig. (2-tailed) can be obtained from smaller 05/0 H1 accepted that the general expression of political behavior in predicting and explaining changes in the employees' competency. Therefore, there is a positive relationship between the two variables.

The second sub hypothesis:

"It seems that political behavior affect employees' sense of self-determination." Yfry second hypothesis was used in the regression, correlation coefficient between the two variables using SPSS software political behavior and sense of self-determination of employees 374 /. Sig amount equal to 000/0 by Md.dr fact, as the Sig. (2-tailed) can be obtained from smaller 05/0 H1 accepted that the general expression of political behavior in predicting and explaining changes in the employees' sense of self-determination. Therefore, there is a positive relationship between the two variables.

The third sub-hypothesis:

"It seems that the political behavior of employees feel the significance of the impact." Regression was used to examine the hypothesis third, multiple correlation coefficient between the two variables with SPSS software and meaningfulness of political behavior 398 employees /. Sig amount equal to 000/0 by Md.dr fact, as the Sig. (2-tailed) can be obtained from smaller 05/0 H1 accepted that the general expression of political behavior in predicting and explaining changes in the sense of the significance of effective staff. Therefore there is a positive relationship between the two variables.

The fourth sub-hypothesis:

"It seems to feel the influence of political behavior (the effectiveness of) staff has an effect. "

Yfry fourth hypothesis was used in the regression, correlation coefficient between the two variables SPSS software and feel the influence of political behavior (the effectiveness of) employees, 307 /. Sig amount equal to 000/0 by Md.dr fact, as the Sig. (2-tailed) can be obtained from smaller 05/0 H1 accepted that the general expression of political behavior in predicting and explaining changes in the sense of influence (effective) effective staff Hence a positive relationship between the two variables There are.

Conclusion:

According to the findings in the fourth quarter, obtained by regression analysis and conclude on the first sub-hypothesis meaningful political behavior "staff competence" has a moderate effect; in other words, increasing political behavior in the organization, competence the rate will increase slightly, so the staff recommended that reinforce positive behavior by providing political fields, such as sympathy, willingness to compromise and loyalty to the covenant, on the way to improve and strengthen the sense of (deserved) step gathered through their so doing, the ability of individuals within the expertise and capabilities of the people and ensure their talents.

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