

The Relationship Between Cybernetics-Supply and Willingness to Change Staff

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Abstract: The aim of this study was to investigate the relationship between cybernetics-supply and want to change the staff of the Department of Social Welfare in Chaharmahal and Bakhtiari Province. For this purpose, during a field survey and study the correlation of the branch of applied nature of the population of all employees of the Department of Social Welfare in 2015, 130 were selected. Fit a standard questionnaire to collect data from job and tendency to change were used. In two levels of descriptive statistics by conducting data analysis (statistical, frequency, percentage, mean level graph inferential statistics (Pearson correlation coefficient, linear regression analysis, t-test with two independent and describe the ANOVA) was performed. Results showed that correlation the proportion of job-working and willing to change in the Department of Social Welfare of Chaharmahal and Bakhtiari Province staff is positive and significant ($p < 0.05$). There is a correlation between complementary fit, proportion supplements, the proportion of demand-ability and the desire to the staff ($p < 0.05$).

Key words: Proportion jobs-working, willingness to change, statistical, frequency, analysis, linear regression analysis

INTRODUCTION

The manufacture is important elements and of the course builder communities and organizations. To be technically should not be associated with alienation, physiology and psychology should be favorable economic and social conditions which the work should be done should be in such a way that workers feel his work is fair and in proportion to his skill and effort commensurate with his salary paid wages and other working groups (Shafiabadi, 2000).

Change in definition is to move from one situation to another and here, for those changes that affect the management of institutions. Such changes require an attitude, awareness and knowledge of new executives. Corporate success has proven change management can be easily achieved alchemy of change. If all the dynamics of change cannot be predicted with certainty to proponents of change control to manage the opportunities for change, we have to manage them. The transformation of organizations that have come with traditional management paradigm requires management estimates the world. If an organization wants to bring about fundamental change must determine dimensions of the change (width and depth of intended). May include

all or only wide organization, key persons. Depth, structure, skills, motivation and responsibility in covers (Rahmati, 2014).

Overall, the proportion of fit between person and job finding skills, knowledge and ability required to carry out aspects of relatively stable jobs and those who have abilities deals. Scaling theory says that the principles of values can have strong impact on the effectiveness of human resource management in a particular country have. Scaling concept of adaptation needs, desires, ideals, goals and structures that refers to the component with other components. According to this theory if other factors are the same as there is congruence or fit between the various components of the organization takes place, the organization will increase its efficiency.

The concept of job proportions job-working in two distinct ways organizations can be considered: first method, the first method people are asked to consider job characteristics (values, mission). Second method, the second method of working members are asked to consider characteristics. Some researchers believe that people who work in the organization in charge of their job should not be considered distinct separation. Recently, great emphasis on fit as technique job staffing agency is understanding organizational

proportion, skill and “changing nature of work” to achieve the job requirements, job performance is essential for understanding and essential part of any employment decisions and improve performance up (Rezai-Nejad, 2003).

Fit the job with employees in the organization as an effective strategy in the maintenance of human resources is considered. It starts from the moment that the first person is fit for work and selection of career hits a high. Second, the organization for staffing, selection, recruitment and appointment are ready. At the beginning of employment may, according to the needs of the organization and the volunteers need work, fit to establish a limited extent but to the individual organization will continue his career behind the serum organizations have also period, it is expected this is more appropriate. If the job to be designed to fit with individual characteristics, motivation and in this case resulted in increased labor productivity.

Robie *et al.* (2005) conducted a study concluded that personality fit with the job the employee's performance is impressive. The relationship was negative. Harris and Fleming (2005) a study concluded that assessment of the human personality fit with the job and should play an important role in the recruitment of human resources is of particular interest. Frisco (2006) conducted a study concluded that when there is the greatest job satisfaction. That best fit between the capabilities of the people and the job demands exist. Sekiguchi (2007) research on the subject of job fit and job in employee performance to the conclusion that factors such as education, expertise, skills, experience and personality fit with the factors that play an important role in increasing performance. According to the results of the studies can be said that people will inevitably change over time “or to have experience. Since, no interactions in the universe does not happen by itself but due to various factors, change.

Overall, the external environment and its effects are included. Because one of the external factors affecting the change can fit the job is working. The focus of this study is to assess the relationship between the proportion of jobs-employment and want to change the staff of the Department of Social Welfare is Chaharmahal and Bakhtiari Province. Therefore, given that the welfare of service organizations active in the field of health services-medical needy and given the tremendous advances in human sciences organization that should commensurate with the increasing changes which is why research on willingness to change in employees is very important. This study investigated the relationship

between cybernetics fun-supply of staff of the Department of Social Welfare and willingness to change in order to respond to the questions raised.

Is there any relationship between proportion of jobs-employment and want to change the staff of the Department of Social Welfare Chaharmahal and Bakhtiari Province?

MATERIALS AND METHODS

Methodology of the survey and correlation of field branch of applied nature. The study population included all employees of the Department of Social Welfare Chaharmahal and Bakhtiari Province in 2015 the city a total of 8, 130, 360 participants who were selected randomly. Two standard questionnaires to collect information from fit the job and tendency to change (Saatchi, 2007) that its reliability using Software (AMOS), respectively (0.91 and 0.90) was used. Analysis of data by conducting descriptive statistics (statistical, frequency, percentage, mean level graph inferential statistics (Pearson correlation coefficient, linear regression analysis, t-test with two independent and describe the test ANOVA)

RESULTS AND DISCUSSION

Main hypothesis:

- H_0 : there is no relationship between the proportion of job-working and well-being, a desire to change the entire office staff
- H_1 : there is relationship between the proportion of job-working on the staff of the Department of Social Welfare and willingness to change

Table 1 shows the test ($r = 0.40$) and significance level ($p = 0.000$), there is significant positive relationship between the proportion of jobs-employment and want to change the Staff Welfare Administration Chaharmahal and Bakhtiari and the main hypothesis is confirmed ($p < 0.05$).

Sub-hypothesis: There is a relationship between the proportion supplements, complementary fit, fit demand the ability and willingness to change the staff of the Department of Social Welfare of Chaharmahal and Bakhtiari Province.

Table 2 shows that there is significant positive correlation between the proportionality test supplements ($r = 0.28$) and significance level ($p = 0.000$),

Table 1: Proportion of jobs-employment and want to change the staff welfare administration

Variables	Willingness to change in staff		
	The correlation coefficient	The significance level	Coefficient of determination
Proportion of jobs-working	0.40	0.001	0.16

Table 2: Proportion supplements, complementary fit, fit demand-the ability and willingness to change the staff of the Department of Social Welfare

Variables	Willingness to change in staff		
	The correlation coefficient	The significance level	Coefficient of determination
Proportion supplements	0.28	0.001	0.08
The proportion of supplementary	0.41	0.001	0.16
The proportion of demand-abilities	0.29	0.001	0.80

the proportionality test update ($r = 0.29$) and significance level ($p = 0.000$), the proportionality test demand with capabilities ($r = 0.29$) and significance level ($p = 0.000$) and to changes in the staff of the Department of Social Welfare of Chaharmahal and Bakhtiari Province the research hypotheses is confirmed ($p < 0.05$).

Conclusion of basic hypotheses as: There is relationship between the proportion of job-working and willing to change in the Department of Social Welfare staff of Chaharmahal and Bakhtiari Province. In this connection, it should be acknowledged that in general, advanced and sophisticated in the world today that human resources are a major capital. Using the concept of job proportion in to take advantage of better utilization of the knowledge, abilities and skills of human resources is very important. Scaling theory says that the principles of values can have strong impact on the effectiveness of human resource management in a particular country. Scaling concept of adaptation needs, wants, goals, targets structures refers to a component with another component (Nadler and Tushman, 1980). According to this theory if other factors are the same the existence of congruence or proportion between the various components of the organization its efficiency will be higher. Similar studies is also the same topic: Hosseini *et al.* (2009), the study aims at identifying and prioritizing proportion of indices jobs and attracting skilled employees, senior managers and directors of human resources, faculty members of educational managers private sector agencies working in Qazvin by using his mathematical multi-criteria decision analysis technique hierarchical he examined relationship between indicators and factors affecting job proportion was assessed by calculating and paired comparisons. Analysis prioritizes the factors indicated that the effects of these factors were different in both public and private sectors and if these factors in the recruitment and selection control could cause job proportion to the

limit. Hozoori (2008), the study examines the relationship in participatory management, job satisfaction and willingness to change on the staff of PNU and to present the proposed establishment.

The results showed that the director of the office use more of participatory methods in their organization, higher satisfaction and lower resistance to change makes in staff.

Recent studies in the field of human resources management five individual characteristics that volunteers do a great deal of its success in advancing the goals of their organizations as well as provides job satisfaction have emphasized. These features include: type of personality, aptitude, interest, IQ and skill. While each of these five job proportions are effective independently with each other multilateral (Mirsepassi, 2000).

The shift in the organization, the process of transformation in attitudes, structures, policies, intentions or outcomes occur some units of the organization. In general, innovative organizations, organizations that relative to changing customer requirements, changes in the skills competition, the spirit of people, changing international trade conditions and government regulations reacted in the form of its products and its revised make change. Fayol, management's change introduces a principle 14 (Movaedi, 2006). Built and productivity most organizations strive to the same result was obtained in the present study it was found that there is a positive relationship between the proportion of employed and wish to change jobs.

The results showed that there is relationship between the proportion of complementary and tend to change in the Department of Social Welfare staff of Chaharmahal and Bakhtiari Province. In this regard, we can say that it is important constituents of societies and organizations. To be technically should not be associated with alienation, physiology and psychology is favorable, economic and social conditions of that work should be

done in such a way that a person feels fair and in proportion to his skill and effort commensurate with his salary paid wages and other working groups. Complementary proportion occurs when a person has characteristics that are similar to the job profile and the things in life he values very similar to the values that exist in the job for this reason if a person feels that he values and personal beliefs are something one way, try to do a better job and be more creative and change the kind of creativity and innovation is well recognized that the same result was obtained in this study. Changes in the organization, the process of transformation in attitudes, structures, policies, intentions or outcomes occur in some units of the organization. In general, innovative organizations, organizations that relative to changing customer requirements, changes in the skills competition, the spirit of people, changing international trade conditions and government regulations reacted in the form of its products and its revised make change.

Findings showed that there is relationship between complementary proportion and willingness to change on the staff of the Department of Social Welfare of Chaharmahal and Bakhtiari Province.

Complementary proportion is when that person can be enough to fill the jobs lost in the characteristics or additional features appropriate in other words, knowledge, skills his ability to provide things that other people are not in charge of that job. Which add character to the job can prepare organizations and their staff to any changes in the present study along the same result was found.

In this regard Zand (2009), the proportion of graduate employees working in universities affiliated to the Ministry of Culture and Higher Education in Tehran with their academic field and its role in job satisfaction. Hypotheses were as follows: there is no correlation the employee's official graduate working in universities affiliated to the Ministry of Culture and Higher Education and the appropriateness of their academic field. Mismatch between the official graduate employee working at the University of the Ministry of Culture and Higher Education job dissatisfaction with their academic field. The results showed that the aforementioned two hypotheses have been confirmed. Therefore, since the balance of career and job to job satisfaction, work satisfaction could also tie together staff motivation, the desire to make a change in them.

The results of data analysis show that: there is relationship the proportion of demand abilities and desire to change the staff of the Department of Social Welfare Chaharmahal and Bakhtiari Province. The proportion of demand capability occurs when a person's ability to satisfy the requirements of his job in other words the

ability and skills that make him the ability and skills needed jobs. As the definition implies the ability to fit the demands of the new job skills that fit the motivation to achieve them is nothing but Erosion staff. The hypothesis was that the same conclusion. In general, any change in the organization to ensure the integrity and effectiveness of the organization's efficiency and adding is done. Organization because if employees have the ability to change will confuse. Since, each of the variables interact with each other and with each interaction. Therefore, the change in each of them entails changes in other variables.

Therefore, before implementing any strategy change (e.g., change strategy, organizational structure) will be exactly the effects of a change in other variables to evaluate. Modify any human organization is done by force because the share of amendment, technology and other aspects of physical tasks and their organizations are not able to change only physical labor that could be using their own subjective view available data rates required changes to your apply this change does not take effect until it is changed manpower and the willingness to have it in this study concluded that employees have the ability to change.

CONCLUSION

According to the results obtained will be proposed in employment and manpower fit the job and fit the personality type of people would be considered. Because people tend to prefer organizations that have the most similarities with their personality traits. And recommended its employees to learn more skills that will empower the organization.

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