

Consider the Relation between Quality of Work Life and Productivity of Psychological Empowerment with Efficiency of Zehedan Municipality Employees

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Abstract: The study examines the relationship between qualities of work life, psychological empowerment with productivity of employees. Research method in this descriptive research is correlational. population of this research is included all employees of the municipality of Zahedan Region 2 in 2014 which are 795 persons and 265 persons of them were selected as a sample based on Morgan table. In this study we use a simple random sampling method. The data collecting tool in this research Walton quality of work life questionnaire (1973) has 30 items, Spritzer psychological empowerment questionnaire (1996) has 15 items and inventory productivity of employees Hersey and Goldsmith (1980) has 25 items and it is five points Liker.

Cronbach's alpha for psychological empowerment questionnaire, quality of work life and productivity of employees obtained respectively 0.82, 0.87 and 0.86. We use two descriptive and inferential statistics for analysis were used for regression and correlation. The results of this study show that: the quality of work life and psychological empowerment is more great or productivity of staff either. There is also relation between the productivity of employees and gender.

Keywords: Quality of Work Life, Productivity, Psychological Empowerment.

Introduction

By the early 1950s it was thought that, the main cause of backwardness of most developing countries is shortages of material and physical assets. In fact, via such mindset, the countries do different ways for fundraising which it exacerbates the dependence of the countries. But, nowadays have recognized importance of humanity investment and improving the quality of the workforce as one of the main methods and increasing productivity and accelerating economic growth of society.

Since the most important factor in organizations and ultimately whole of society is human resources. In fact, the prosperity of any society on is lied on improving its human resources, so officials of organizations pay special attention to staff education with help of experts in behavioral science and human resources. One of the concepts have been proposed due to development of human resources is empowerment of employees (Khanlyzadh et al., 2010).

Empowerment is seen from two perspectives. First view empowerment is seen as the organization's activities due to sharing staffs of power and decisions. In this view creating the conditions is necessary for staff

to getting stronger. The second view is according to psychological empowerment perspective, that is, a gut feeling in persons who can make independent decisions in their work process.

In this view, it consider the attitude or the attitude of people towards work and their role in the organization (Ma et al., 2006). Walton (1973) believes that the quality of work life as a high level of commitment to a culture that creates between individuals and organizations. As a purpose, improving organizational performance through the creation of jobs and satisfying work environment at all levels of the organization. Walton (1973) considers 8 variables as a purpose to improve the quality of business.

Note that all the variables are related to each other, such as: 1-compensation of fair and efficient services (2) healthy and safe working conditions 3 - developing Humanities ability 4 - chance constant growth and security capabilities 5. The unity of social life organizational legality 6.rules of law in organization 7.whole living space 8. Social dependence of work life (Walton, 1973).

Many organizational variables can affect the quality of work life, but the main impact is on considering drafts on productivity, the necessity of growth and development of organization, and only is not achieved via increased salaries and benefits and amenities. But satisfaction and enhance the quality of work life is a key factor in increasing the quality of work life (Hossein Zadeh et al., 2007).

One of the issues that your productivity, durability and survive in the current competitive world of culture productivity ruling ensures efficient use of all resources and organizational spiritual and constantly potentials, talents and potential of technology and the organizations flourishes, so without adding human available with reproductive activity and creativity in order to achieve organizational goals can take maximum benefit. Optimal productivity with the structure, add technology agenda cannot be reached. But humanistic any kind of personal productivity, social and organizational. Productivity is a word that is at the macro level and the micro level and a range of global productivity and personal productivity include (Alvani & Ahmadi, 2010).

The role and importance of municipal services on the lives of people around the world is no secret, and perhaps each of us repeatedly throughout the day and are directly or indirectly involved in these issues. Municipality is one of the institutions that have many service tasks and especially in the civil service department, service provider in the field of cleaning and clean-up, beautification and adornment of the city, public transportation, fire and safety services, the cemeteries, organizing industries and occupations City and some health issues to the citizens of the city is.

Diversity and distribution, specialization of tasks and communicate with people, high consumption costs, continuity and high frequency operation is conducted, the necessity of satisfaction of citizens and government take even a political dimension as well as the lack of competitiveness of the prominent factors that need studies to assess the quality of services in the municipality reveal.

Importance and necessity of research

In relation to psychological empowerment and its dimensions research shows the importance of psychological empowerment in various aspects including significant sense, feel effective, sense of competence, a sense of choice, a sense of trust in others. Empowerment refers to the process of obtaining power or to facilitate the development of the power and seizing the power is in power. Managers can be aware of how the quality of working life in the organization since studies show that programs to improve the quality of working life in the organization is to increase job satisfaction, organizational commitment, reduce turnover, increase productivity and enhance the effectiveness of the organization (Salam Zade et al., 2009).

Enhance staff productivity as well as other human resource community organizations is something that requires equal enjoyment of mental and physical health. Is joy and peace that having such features depends on having healthy living and vibrant and efficient use of time and leisure to ensure public health is possible. Therefore, organizations interested in improving the quality of working life are desirable and dynamic and try to feel the refreshing vitality in their staff (Saatchi, 2000).

Quality of work life and productivity of employees

Quality of working life is a multidimensional construct and defines the concept or unit, and universal consensus that cannot be provided. Therefore, since the movement quality of working life in 1970 so far, numerous and diverse definitions it is proposed that some of these definitions are provided below. According to the definition provided in the comprehensive management culture, quality of working life or job quality "situation in which an employee of the benefits of good stewardship, good working environment, adequate and fair compensation and benefit job is challenging and rewarding. Gibson (2000) believes that the quality of working life is an expression of a philosophy of management that maintains and promotes the dignity of employees. Change and improve the corporate culture provides opportunities and possibilities for the development of the staff (Connell et al., 2008).

Specialized productivity as measured by output value obtained from a given amount of input can be defined. It can also be used as inputs from various sources within the organization, or planned for the desired results (outputs) to be interpreted. Japan Productivity Center for productivity to maximize the use of physical resources, human resources and other factors scientifically defines which leads to lower production costs, expand markets, increase employment and raise living standards of all sections of society.

Productivity of the factors that will ensure durability and survive in the current competitive in the world, ruling the culture of productivity, optimize the use of all the facilities material and spiritual organizations and constantly powers, talents and potential of the organization is to flourish without adding technology and new human resources are the possibilities, conditions, capacity and manpower capabilities available with reproductive vitality and creativity in order to achieve the objectives of the organization took maximum advantage. Optimal productivity with the structure, adding technology, but also humanistic agenda and issued the result of any demographic and organizational efficiency; therefore the most attention and planning organizations realize the productivity of human factors, which, in this regard, HR miraculous role in improving the productivity of different organizations with comprehensive visibility industrial, commercial, educational, etc. (Salman, 2010).

Psychological Empowerment

Psychological empowerment is a new concept in the late '80s many researchers, experts and professionals involved in management and psychology has attracted. The word empowerment means giving power to individuals (Solomon et al, 2014).

The process of empowerment, non-linear, ever-changing and fluctuating in response to experiences and relationships with each other (Camp, 2003). According to interact with others for a sense of meaningful empowerment, effectiveness, having the right choice (Ziaee, 2008), believes that the empowerment process to influence events and important consequences for the person or group is essentially a process of motivation during which a person experiences a sense of empowerment. Psychological empowerment five dimensions and various researchers have used them in different ways. Including the dimensions, namely competence, confidence, effectiveness, feeling of autonomy and meaningful sense is used in their study (Salimi et al., 2014).

Research hypotheses

First hypothesis: Is there a relationship between the quality of working life and psychological empowerment?

The second hypothesis: Is there a relationship between psychological empowerment and productivity of employees?

The third hypothesis: Is there a relationship between the quality of work life and productivity of employees?

Methodology

The study was a descriptive survey that is used for this purpose a questionnaire to collect comments. In this study, cross - survey correlation approach is used. Location of Zahedan city of Zahedan Region 2 is subject domain includes all municipal employees. The population of this study includes all the municipal employees Zahedan Region 2 in 2014, the number is 795 people.

The sample of Morgan is 265 person was selected

Results

In this section we discussed test hypotheses and assumptions. First hypothesis: the connection between quality of working life there and psychological empowerment? To review the question of the Pearson correlation coefficient between the quality of working life and psychological empowerment use.

Table 1. Results of Pearson correlation between quality of work life and psychological empowerment.

variable	psychological empowerment	
quality of work life	compliance coefficient	Sig.
	0.203	0.025

As seen in Table 1, a significant amount is equal to 0.025 less than 0.05, so there is significant relation between quality of work life and psychological empowerment at 95% level. The correlation between these two variables is equal to 0.203, indicates a significant relationship. So we can say that if quality of work life was high psychological empowerment would be high.

Second hypothesis: What is the relationship between psychological empowerment and productivity of the staff? We use Pearson correlation coefficient between psychological empowerment and productivity of employees in order to consider the question.

Table 2. Pearson correlation test between two variables psychological empowerment and employees' productivity.

variable	productivity of staff	
psychological empowerment	compliance coefficient	Sig.
	0.498	0.00

As seen in Table 2, a significant amount is equal zero, which is less than 0.05, so there is significant relation between the two variables psychological empowerment and productivity of employees at 0.95 level. The correlation between these two variables is equal to 0.498, indicates a direct relation. So we can say if organizational empowerment was high employee productivity would be high.

Third Hypothesis: What relationship is there between quality of work life and productivity of staff? We use Pearson correlation coefficient between the quality of work life and productivity of employees in order to consider the question.

Table 3. The results of Pearson correlation test between quality of work life and productivity of employees.

variable	productivity of staff	
Quality of work life	compliance coefficient	Sig.
	0.181	0.031

As seen in Table 3, there is significant amount 0.031 less than 0.05, so, between quality of work life and productivity of employees there is a significant relationship at level 95%. The correlation between these two variables is equal 0.181, indicate a significant relationship, so we can say that if quality of work life was high, productivity of staff would be high.

Discussion and Conclusion

In relation to the first hypothesis "what kind of connection is between quality of work life and psychological empowerment of employee? Results show that if the quality of work life is high, psychological empowerment is either. The results of this study with the results of plate research and assistant as the impact of employee empowerment on the job satisfaction that showed positive effects on behavioral and psychological empowerment on job satisfaction has compliance together.

In relation to the second hypothesis "what kind of relation is between psychological empowerment and productivity of the staff?" The results show that if organizational empowerment is high employee productivity will be high. The results of this study with the results of the Ahmadi and colleagues as the relationship between psychological empowerment and productivity of Keshavarzi bank's employees showed there is a significant relationship between the sense of competence, autonomy, effectiveness and organizational productivity.

In relation to the third hypothesis" what kind of connection is there between quality of work life and productivity of the staff?" The results show that if quality of work life is high productivity of staff will high. The results of this study with the results of the Farnia research and colleagues examined the relationship between quality of work life and productivity of human resources managers in schools showed that between each of the six components (wages and benefits, opportunities for continuous learning, democracy of participation decide job design, work space) the quality of work life and productivity of their relationship was examined, there is a significant relationship, has compliance.

Recommendations

According to the results of the study suggest the following:

1. The organization's activities be scheduled so that employees feel their work activities is significant and important.

2. Try them with appropriate support staff in the sense that they are doing the work that the organization is valuable and important.
3. Assess their employees to be aware of their knowledge.
4. Managers reward employees based on their skills and knowledge.
5. The staff of the organization as much as possible try to have an understanding of his work.
6. The budget of subordinate units assigned to the right job.

Conflict of interest

The authors declare no conflict of interest.

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