



**INVESTIGATING THE RELATION BETWEEN AUTHORITY AND JOB
INCITATION IN HEALTH AND TREATMENT NETWORK OF LAMARD CITY**

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ABSTRACT

The present research aimed at investigating the relation between authority assignment and job incitation in health and treatment network staff of Lamard City. The research method in this research is descriptive – survey and population includes 120 staff of health and treatment network of Lamard City. In this research, a standard questionnaire is used and data collection tool. In determining reliability of the questionnaire, emphasizing on construct balance we used Cronbach alpha. Cronbach alpha calculated for questionnaires are 0.92. In order to investigate the severity and type of relation between variables, we used Pearson and regression coefficient test. The results of research showed that there is a significant relation between authority assignment (competence, franchise, understanding the importance of duty and significance) and job incitation.

Key words: Authority Assignment, Authority Assignment Dimensions, Job Incitation

INTRODUCTION

Authority assignment is generally a management style enabling the staff to increase their knowledge and develop their skills. A simple definition of authority is to assign one's authority to others in case that they can operate independently and accept the responsibility of certain duties (Su, Man, 2001). Social interactions of the staff in working environment, plays an important role in their output. Managers can incite

them in work by meeting their social needs and creating confidence among them. Authority assignment causes growth and completion of staff characteristics and moving them from stagnation and no logical and emotional perfection to development and perfection. Participation of the staff in organizational decision making is another type of meeting social needs of individuals (Sekaran, 2001). One of the incitation and motivation of human source is to trust them through providing them with authority. Authority assignment creates effective advantages, making benefits for both manager and the staff. Assignment will enable managers to focus on their managerial tasks. Of the staff know they should take the responsibility of their decisions, they will definitely increase their efficiency and this will become a sort of motivation for them. On the other hand, decision making authority can turn into a factor helping self-confidence to develop (Javadin, 2007).

Research question

The main pillar of the organizations are correct positioned human source. We should start with human source and recognize the motivations and its potential forces and to satisfy it logically, because without understanding the motivations and human inclinations we cannot oblige them to do serve and operate effective tasks. Principally

human is a combination of thoughts, inclinations, needs, values and personal targets. If we want them use their mind and body to achieve organization goals, we should meet their needs. In other words we should use tact in order to involve them ineffective work and service. So human source should make sure that trustworthy services to achieve organizational goals functionally meets their needs and inclinations. Motivation is defined as a force, driving someone internally to a goal. Motivation means reason and what drives someone to do something. In other words motivation is a need or initiation force in the nature of people which empowers personal behavior and orients it toward organizational targets (Alvani, 2006). People should be provoked to burst a certain method and behavior. If incitation is personal, we should clarify all motivations being created in nature. And if it is a group or organizational incitation, motivations should be adjusted in organization or group. The status of people, both personal and group, is the result of factors motivating human nature. Such incisive roots which oblige human to act in a certain way or to behavior in a certain type, in order to meet his needs and wants is incitation. Self-efflorescence means understanding hidden and potential aptitudes to achieve to the peak of abilities. Doing engineering by staff

will make them achieve to self-efflorescence involving in decision making and baring responsibilities. So the engineers can seek changes and development. Training and development can help the staff to make familiar with world commercial market (Arshadi et al , 2007). Today there is lots of discussions about motivations and their relation with efficiency of the staff and output of different organizations and the relation required between training output and organizational productivity and strength and weakness of organization members are investigated (Khanalizadeh et al , 2010). The most obvious success key of managers is understanding and creating internal motivations of people in organization and management is actually defined as: encouraging and provoking people in organizations to achieve group activities in the best way. So in order to encourage and provoke people in organizations we need to know the functions of motivating forces (Robbins, 2010). According to lots of theories, motivation roots in the basic needs in order to minimize physical pains and maximize satisfaction or needs such as eating, resting, target, ideal or for other reasons such as friendship, selfishness, morality or taking aloof of moralities. Motivation shouldn't be mistaken with pessimism or optimism. Motivation related to emotion but they are so much different

(Amin ShayanJahromi et al, 2009). Now according to the importance of assigning authority and job incitation, the author is seeking to determine what kind of relation exists between assigning authority and job incitation of the health and treatment network staff of Lamard City.

The main purposes of the research

Investigating the relation between authority assignment and job incitation of the staff of health and treatment network of Lamard City.

Research hypotheses

Main hypothesis

There is a significant relation between authority assignment and job incitation of health and treatment network staff of Lamard City.

Sub hypotheses

- there is a relation between the importance of duty and job incitation of health and treatment network staff of Lamard City.
- there is a significant relation between job significance and job incitation of health and treatment network staff of Lamard City.
- there is a significant relation between franchise and job incitation of health and treatment network staff of Lamard City.
- there is a significant relation between management support and job incitation of health and treatment network staff of Lamard City.

Research method

The present research is functional in terms of purpose and is descriptive- survey in terms of nature and method.

Population

Population of the study includes 120 staff of health and treatment network of Lamard City.

Data collection instrument

In the present research we used a questionnaire in order to collect data required. The questionnaire includes 38 items, of which 24 questions is about authority assignment and 14 others are about job incitation. We used Likert 5degree scale in the questionnaire.

Reliability

The reliability of a measuring tool implies the accuracy of its results. Accuracy, thrust, constancy and replicability are the results of reliability. In determining the reliability of the questionnaire we used Cronbach alpha emphasizing on internal integrity. Cronbach alpha obtained for the questionnaires is 0.92.

Data analysis method

In the present research, we used Pearson correlation coefficient and regression analysis.

Examining the research hypotheses

Main hypothesis: there is a significant relation between authority assignment and job incitation of the staff

The results of the **Table 1** shows that correlation coefficient between dimensions of authority assignment (merit, franchise, understanding the importance of duty , significance of the job, trust to management support and interaction between staff) and job incitation calculated are 0.56,0.71,0.60,0.55,0.54,0.32 respectively which are significance in 0.01 level.

In order to determined predictive abilities of each variable (merit, franchise, understanding the importance of duty , significance of the job, trust to management support and interaction between staff) in criterion variable (job incitation of the staff) we use multi variable regression simultaneously. The **Table 2** below, shows the regression coefficients along with significance level of each variable.

The results of regression analysis with simultaneous method shows that the calculated r-value, is equal to 0.812 and r square value is 0.659 which shows that 65.9% of changes related to job incitation of the staff are predicted by the dimensions (merit, franchise, understanding the importance of duty , significance of the job, trust to management support and interaction between staff). The **Table 3** below shows the results of variance analysis which is done using model variance analysis.

The results of table shows that regression effect (F=58.862) resulting from authority

assignment is significant statistically in 0.001 level. So we can say that prediction power of job incitation of the staff is capable through dimensions of authority assignment (merit, franchise, understanding the importance of duty, significance of the job, trust to management support and interaction between staff). The **Table 4** below shows the coefficients of authority assignment to predict the job incitation of the staff.

The results of the **Table 4** shows that the amount of calculated regression Beta for merit dimension is 0.254, the t-value is 4.97 which is significant in 0.001 level. So this dimension of merit can predict job incitation of the staff. Also the regression coefficient

Beta calculated for franchise is 0.414 and the t-value calculated is 7.29 which is significant in 0.001 level. So franchise dimension can predict the job incitation. So the dimension of understanding the importance of duty can predict job incitation. Also Beta regression coefficient for job significant is equal to 0.174 and the t-value calculated is equal to 2.99 which is significant in 0.003. So job signification can predict job incitation. In other words 65.9% of changes related to job incitation of the staff is determined by three dimensions merit, franchise, understanding the importance of duty and job signification. So the hypothesis is confirmed.

Table 1: Correlation matrix between authority assignment and job incitation of the staff

Variable		Job incitation of the staff		
		Number	Correlation coefficient	Sig level
Authority assignment		120	0.78	0.001
Authority assignment dimensions	Merit	120	0.56	0.001
	Franchise	120	0.71	0.001
	Understanding the importance of duty	120	0.60	0.001
	Job significance	120	0.55	0.001
	Trust to manager's support	120	0.54	0.001
	Interaction	120	0.32	0.001

Table 2: The results of multiple regression analysis of authority assignment and job incitation

variable	r-value	r square
Authority assignment and job incitation	0.812	0.659

Table 3: Variance analysis resulted from the relation between dimensions and job incitation

Change sources	Sum of squares	Degree of freedom	Mean of squares	F	Sig level
Regression	6109.067	6	1018.178	58.862	0.001
Remaining	3165.486	183	17.298		
total	9274.553	189			

Table 4: Regression coefficients of dimensions relation and job incitation

variable	Non-standard coefficients		Standard coefficient	T value	Sig level
	B	Standard error	Beta		
Merit	.720	.145	.254	4.975	0.001
Franchise	.928	.127	.414	7.293	0.001
Understanding the importance of duty	.319	.164	.116	1.942	0.001
Job significance	.529	.177	.174	2.994	.003
Trust to managers' support	.197	.143	.078	1.379	.170
interaction	.116	.166	.036	.697	.487

CONCLUSION

The present research aimed at investigating the relation between authority assignment and job incitation of health and treatment network staff of Lamard City. The results of the present study showed that there is a significant relation between authority assignment dimensions (merit, franchise, understanding the importance of duty and significance) and job incitation. In a research titled as investigating the correlation of authority assignment of managers and managing method of the staff of Qom hospitals which was done by Makeki, MR. , Nasiripoour, A., Amini , F., and Parham , M., (2009), the results showed that according to the significant and direct correlation between most of orientation factors with managers authority assignment, increasing authority assignment and no focus can result in more motivation, vertical and official relations which are consistent with the present research. In a research done by Ali abadi, H., Noruzi ,D., Hosseini, Z., it

was shown that the method of interaction, observation and monitoring and the commanding policy in work environment, understanding and appreciating each other, development of job and job status, had the most important role in job incitation which is consistent with the present research. In the research done by Seyyedameri M.H., it was shown that there is a significant and positive relation between decision making, human interaction and organizational atmosphere commanding and job incitation of the staff which is consistent with the results of the present research.

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