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**THE RELATIONSHIP BETWEEN MERITOCRACY WITH JOB SATISFACTION
AND PRODUCTIVITY WORKERS WELFARE ADMINISTRATION FARS
PROVINCE**

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ABSTRACT

In this study, the relationship between merit Job satisfaction and employee productivity were studied. This is a correlation study. The population consisted of all the employees of the Department of Social Welfare province that 94 people were selected sampling Tools used in this research include job satisfaction scale; a questionnaire was meritocracy and efficiency questionnaire. Data from the questionnaires were analyzed using multiple regression and Pearson correlation coefficients were The results showed that communication skills were the components of meritocracy able to predict job satisfaction and leadership skills component, decisions and communications work You are also able to predict the efficiency and the results showed that meritocracy is a significant positive correlation with job satisfaction and productivity. Data from the questionnaires were analyzed using multiple regression and Pearson correlation coefficient. The results showed that communication skills between the components of meritocracy able to predict job satisfaction And the components of leadership skills, decision-making and communication are also able to predict the efficiency of their work and the results showed that meritocracy is a significant positive correlation with job satisfaction and productivity.

Keywords: Meritocracy, Job Satisfaction, Productivity

INTRODUCTION

The role of human resources in the development of society sublime and the most important pillars of economic, social

and cultural development is considered. Economic and social progress as well as the mobilization of manpower committed,

expert, skilled and continuously enhance the skills he's inevitable. The most important human capital of the organization. If we remove the human factor from the organization remains what factors and features such as buildings, machinery, equipment, materials etc. that cannot be used on its own and has no value. The human spirit is blown objects and use them to improve their lives and the development of uses. The largest and most valuable asset is the man who never in balance sheet and profit and loss statements do not reflect the Company while profit organization funded by human beings, and human beings are the organization's success. Thus, the human factor must eventually be treated with dignity and respect because of the exorbitant time and money spent on education and human development expert, discerning and committed to years of planning reach the peak of efficiency as they withdrew. From organizations to easily and are not replaced within a short period and the absence of losses and undermined the organization said. In other words, a capable and efficient manpower is limited, time-consuming and costly and time consuming and spending power is enormous. Efforts to improve the effective use of various resources such as labor, capital, materials, energy and information, the aim of all economic

organizations and managers of industrial firms and institutions are bulk. Appropriate organizational structure, efficient administrative procedures, equipment and tools healthy, balanced work environment and most importantly qualified and competent human resources are a key to achieving optimal efficiency should be the managers. Employee participation in the conscious and deliberate their efforts with discipline could affect productivity. Spirit productivity improvement culture must be blown in the body that makes up the core of human resources (Seyydi Akbari, 2009). One of the main goals of any organization is the promotion of productivity and the fact that man has a pivotal role in the development of productivity applications; he puts the organization work in place the key. On the other hand, in recent years many large and small organizations in Iran with a new concept called globalization grappling. Whether or not something that will challenge them sooner or later. The major problem now is the lack of raw materials, energy or technology, but the things that goes directly or indirectly to human resource management. Human resource inefficiency, low productivity, unmotivated staff, the high rate of job dislocation and eventually for lack of merit of the most important parameters The non-competitive domestic products and services

play a major role and is afraid to confront foreign competitors within the industry develop. Therefore, it is important to correctly identify the Path of improving human resources in different industries, no matter how small step to pay attention to the industry to equip yourself to be taken against the huge wave of globalization (Ghahramani, 2007). The importance of raising the level of productivity in the development process of any country is clear. What is now proposed in each country and is considered to have economic growth through increased productivity. In these cases it is not exaggeration to say that productivity is the only source for real economic growth, social progress and improving the quality of life (Hajizadeh, 2006). In fact, organizations are influenced by factors such as increased global competition, rapid changes, and the need for quality and after-sales service, with limited resources and under a lot of pressure. So if an organization wants to be a leader in business affairs and the economy does not fall behind the competition, must be skilled manpower, creative, competent and efficient and motivation is high. That they fulfill duties with higher quality and increased performance, productivity and effectiveness of their organizations.

The importance and necessity

The organization and its governing logic requires that every person and everything properly and in accordance with the position taken optimum advantage. Such assumptions about the human being as the most qualified person in the most suitable positions (merit) arises. The **Population** The study population consisted of 186 employees of Fars province's well-being.

Sample and sampling

Of the population (employees of well-being) according to the selection table Morgan (1970), 112 subjects were identified as available questionnaires were given to them according incomplete completed 18 questionnaires were eliminated. The sample analyzed was reduced to 94.

Demographic characteristics of the sample group

The following descriptive tables and frequency of sex, education, and employment status show.

Table 1: Frequency and percentage of gender

Percent	Frequency	Gender
60/6	57	Female
39/4	37	Man
100	94	General

METHODS OF RESEARCH

For the purposes of the survey questionnaire and collect information, visit the Social Welfare Department of the Gulf, while the express purpose of research and coordination with authorities (including training unit) and according to researchers

working in this organization, Initial talk with the staff and expression and to gain the support and cooperation, as well as providing the answer, and after answering questionnaires distributed among them by staff, were collected.

Analysis Information

After completing the questionnaires, data were analyzed by SPSS version 18. Given

that the research method of correlation and statistical analysis of data from the statistics of frequency, mean, standard deviation and descriptive and inferential statistical methods including correlation coefficient and multiple regression to test the hypothesis was.

Table 2: Mean and standard deviation of variable table productivity and its components

standard deviation	mean	Variables
2/18	10/33	Ability and readiness to work
2/15	10/13	Clarity or understanding of the role
4/99	16/33	Organizational support
3/59	18/14	Desire or motivation
2/96	14/66	Appraisal or feedback
4/18	15/07	Credibility
1/41	7/80	Sustainability
16/60	94/65	The total efficiency

Table 3: the mean and standard deviation between meritocracy and its components

standard deviation	mean	Variable
4/71	15/44	communication skill
5/90	18/91	Decision making
4/50	13/69	Encourage innovation
4/74	15/38	Business Communications
5/46	16/99	Leadership skills
5/82	17/09	Professional skills
4/90	14/74	To use its positive features and others
5/52	14/41	Development team
35/68	126/16	Total score of merit

Table 4: the mean and standard deviation of job satisfaction and its components

standard deviation	mean	Components
5/18	19/45	The nature of work
4/42	10/17	Payments
6/40	19/14	Supervisors
4/96	14/04	Promotion
5/83	17/86	Associates
19/29	80/66	Total score of job satisfaction

Table 5: Matrix correlation between job satisfaction and productivity merit

Meritocracy									Variables	
Meritocracy	Development	Ability	Professional	Leadership	Communications	Innovation	Decision making	Contact		
0/20	/22*	/23*	0/20	0/17	/28**	0/02	0/20	0/17	Power	Efficiency
/43**	/41**	/30**	/40**	0/43**	/42**	/39**	/26*	/43**	Clarity	
/76**	/70**	/53**	/67**	0/65**	/67**	/67**	/58**	/65**	Protection	
/51**	/29**	/30**	/47**	0/44**	/46**	/46**	/46**	/52**	Tendency	
/73**	/64**	/57**	/55**	0/70**	/67**	/57**	/56**	/67**	Assessment	
/71**	/59**	/58**	/62**	0/66**	/61**	/61**	/60**	/54**	Credibility	
/09	0/12	0/14	0/02	0/13	0/05	0/05	0/10	-/04	Compatibility	
/77**	/65**	/58**	/66**	/71**	/69**	/64**	/63**	/67**	Efficiency	

/34**	0/17	/23*	/22*	/32**	/38**	/27**	/41**	/41**	Nature	Job satisfaction
/50**	/47**	/30**	/46**	/42**	/46**	/47**	/36**	/47**	Pay	
/23*	0/06	/21*	0/18	/22*	0/20*	0/15	0/14	/29**	Supervisor	
/46**	/37**	/37**	/53**	/39**	0/34**	0/29**	/34**	/50**	Promotion	
/34**	0/14	/25*	/21*	/35**	0/22*	0/19	/41**	/48**	Colleague	
/51**	/31**	/37**	/43**	/46**	0/43**	0/36**	/45**	/59**	Job satisfaction	

0/01 ≤ P0/05 ** = ≤ P* =

The inferential

The first hypothesis

Dimensions meritocracy can predict job satisfaction.

Table 6: regression to determine the effect on job satisfaction meritocracy

level of significance	t	Coefficient Beta	Coefficient B	P	F	R ²	R	Variables
0/001	3/46	0/59	2/41	0/001	7/60	0/42	0/65	communication skill
NS	0/79	0/11	0/36					Decision making
NS	1/58	0/26	1/10					Encourage innovation
NS	0/98	0/15	0/61					Business Communications
NS	0/05	0/01	0/03					Leadership skills
NS	1/22	0/23	0/78					Professional skills
NS	0/76	0/14	0/57					Use capabilities
NS	1/65	0/28	1/22					Activity Team

The second hypothesis

Dimensions meritocracy can predict productivity.

Table 7: regression to determine the effect on efficiency merit

level of significance	t	Coefficient Beta	Coefficient B	P	F	R ²	R	Variables
NS	0/12	0/02	0/06	0/001	17/83	0/63	0/79	communication skill
0/04	2/08	0/24	0/62					Decision making
NS	0/56	0/07	0/27					Encourage innovation
0/05	1/99	0/22	0/84					Business Communications
0/02	2/23	0/30	0/90					Leadership skills
NS	1/68	0/26	0/74					Professional skills
NS	1/12	0/17	0/57					Use capabilities
NS	0/70	0/11	0/32					Activity Team

RESULTS AND DISCUSSION

The first hypothesis

Dimensions meritocracy can predict job satisfaction.

In order to evaluate the first hypothesis of multivariate methods were used and the results of this study showed that only

communication skills with ability to predict job satisfaction in employees.

And other factors not merit significant effect on job satisfaction. This research Farahpor (2003), Dorrani and Mohammadi (2005), port (2007), Rycherz (2004) and summers (2008) is consistent. Farahpor (2003) showed that the job is the one with a

higher proportion of jobs to be lost and competent experts in development and increase job satisfaction is more efficient. Summers (2008) believes that the people most affected by environmental factors to gain job satisfaction, and personal factors. The result is that they represent, structure, process, organizational climate perceived in allocating posts to staff based on merit, to predict job satisfaction high. To explain these findings, it can be said that employees who have more communication skills in relationships with colleagues and supervisors function more occasions and in times of crises and problems, and a better ability to consult and help others, and are more of these positive relationships in the workplace can lead to more satisfaction.

The second hypothesis

Dimensions meritocracy can predict productivity.

To investigate the second theory of multivariate methods were used and the results of this study showed that the components of decision-making, communication and leadership skills with the ability to predict labor productivity in staff. The rest components of meritocracy have a significant impact on employee productivity. Given that the most important factors in reduced productivity within an organization, including job insecurity, lack of conducive working environment

properly, lack of attention to the needs of employees necessary, coordination of education and employment, indifference to current and Consecutive Following the labor force, inflation, labor as well as discrimination between employees, failure and unwillingness on the medium-term and long-term planning, the lack of expertise in related jobs, lack of program management, lack of training, lack of coordination and individual talents job, incompetent supervisor, and that almost all factors decreasing labor productivity is linked to weak management (Bagherian, 2005), The importance of leadership skills can be realized. In this respect, the relationship is a mutual relationship with the organization. Someone who successfully manage your organization's cultural environment, which is a significant factor in employee behaviors deeply know and understand and apply it to the programs of the organization. In a meritocratic system for all policies and procedures governing the management of the organization from the lowest to the highest levels of the organization about the protest, to be put to question and criticism. Communication is done the right thing. It is clear that this tolerant and freedom-oriented approach makes the staff's confidence and relied on their thoughts, their careful consideration of the issues. In light of this confidence and exchange ideas and develop

solutions and offer new growth and development of their organization. Why is that freedom and concern and attention to this issue, one of the most important pillars and an introduction to the development and perfection of the organization. The merit of the organization to increase the effectiveness of people and organizations, improve job satisfaction. The feeling of belonging to the organization, motivating efforts to improve the promotion of performance, knowledge and education and correct application of talent, individual productivity, productivity and ultimately productivity to society.

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