

**The Impact of the Individual
characteristics of Human Resources on
the effectiveness Non- Profit schools
(A case study of the city of rashat)**

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Nowaday one of the criteria in order to make the affairs effective and achieve the goals in any organization (productive, educational and or service one) is to absorb, train and preseve expert and efficient manpower.

Human resource has a constructive and important role in improving on missions, objectives, policies, and strategies of organization and is considered of the pillars of development, growth, and survival of organization.

To achieve desirable results in the present research, the reseacher wants to seek scientific and applied goals. and tries to study and identify the individual characteristics of human resources(such as ,personality, experience and education) on effectiveness and to provide effective and suggestions to be used by managers and experts in order to improve on effectiveness. to do so ,the hypotheses of the research that the researcher intends to study are as follows :

1- There is a meaningful relationship between the work experience schools.

2- There is a meaningful relationship between the educations of human resources and the effectiveness of non-profit schools.

3- There is a meaningful relationship between the personality of human resources and the effectiveness of non-profit schools.

In the present research, work experience, educations, and personality are as independent variables and effectiveness as dependant variable. There are there hypotheses for the subject of the research and to analyse the hypotheses, a questionnaire consistiny of forty questions has been designed. after the distribution of the questionnaire, it was collected and analysed. after the study and analysis of the questions and test of the hypotheses of the research, it was identified that there is not meaningful relationship between the individual characteristics of human resources (work experience) and effectiveness (hypotheses No.one).But there is a meaningful relationship between the individual characteristics of human resources(educations and personality) and effectiveness (hypotheses No .two and three). In this study, the χ^2 method has been used for the test of all the three hypotheses.

Key word :

Personality, Individual characteristics, Work Experience, Effectiveness, Non-profit schools.

Introduction:

Today's world is the world of organizational and human resources are counted their administeraters. People are the parts that are living, thinking, and feeling and these parts work in a organization to achieve their goals. It should between kept in mind that it is these organizations that exist to provide service to people, it is not the people that exist to provide service to organizations (Rahmanpoor,2003,3).The most important factors that indicate the quality of power in any institute are as

follows:

- A. Level of expertise and skill- the higher expertise and skill that human power have, the more words they have to say and the more hearing ear the employer will have because of need.
- B. Degree of educations- Although there a direct relationship educations and the level of expertise but the level of educations of employees is not always necessarily indicator of their expertise and skill. Experience has shown that academic education increases the level of expectancy and as result deranges job satisfaction.
- C. Being professional or unprofessional- particularly in industry even if the majority of workers work seasonally or full time, but they do not look at their work as a job that they can rely on it (Mirsepasi, 2002,436).
- D. work Experience- as a part of a process, it should between the complementary of skills and knowledge needed for job competency (Robins, 1997).

E. Personality- in development planning, human power is considered the lowest factor in achieving the objectives and the subject of individual differences and the personality of knowing the characteristics, abilities, attitudes and feeling of people and understanding their behavioral reasons and anticipating their operationfunction has been noticed by psychologists and scientists of behavioral sciences form many years ago. Undoubtedly, adapting people's abilities and talents with the jobs needed in society causes more efficiency and effectiveness, improvement on work quality, success and satisfaction of employees (Khosravi, 2001,1).

Personality (hormohorn and others,2000) blends a series of subjective and physical characteristics and indicates that how a person appears, thinks, acts and feels. But Personality is effective in understanding organizational behavior on the ground that in presents the similarities, abilities and motives of people. In organizational effectiveness, there is not a common consense to define it. Probably the first view in the field of effectiveness has been put forward in 1950, that define it as follows:

Organizational effectiveness is the degree that organization achieves the objectives that it wants (Deqqat, 2000,90). Effectiveness has a general meaning. In determining organization effectiveness, it is measured and judged through the degree that the multiple objectives (either formal or operational) have been supplied.

Effectiveness is to notice the accurate and appropriate output and input. Effectiveness has the meaning of quality in its depth (Tordal, 1992,29). wide researches were done in organization effectiveness in 1960, and early 1970, and the result of there

researches is the access to thirty criteria such as general effectiveness, productivity efficiency, profit, quality, events, growth, job satisfaction, motivation, morale, the degree of absence in work, interchangeability in work (work quitting), control,... (Robins, 1997,49-52). systemic resources approach emphasizes the inputs to organization and organizational effectiveness is measured on its basis (Greefin, 1984,573). In this view, the access to the resources needed by organization is important and effectiveness is measured through this method.

Resis likert has recognised there variables to determine the effectiveness of organization that are as follows: causative, intermediary, and ultimate result (Hersi and Blandchard, 1994, 195).

Effectiveness is Non-profit organizations

Effectiveness has a kind of social structure in non-profit organizations and institutes. Many of the parts of social environment are real because people believe that they have accordance with environment and are compatible with it(Herman and others,2004,11-14).

for a school to between recognised as effective, a group of criteria that are like school hool effectiveness increasing factors and in thisrepect, twe factors should between considered:

a- school should have clear objectives and administeraters should realise them.

b- school should have a powerful leader in order to develop the relationship between school and home and to make the atmosphere of school ready for learning (Mirkamali and others, 64).

Different Methods of Determining school Effectiveness

4	Participayion of society in determing effective process
3	Reconsideration, evaluation and development of school
2	Uvariable approach
4	Standard tests

Statement of the Problem

Nowdays more than any other time, it has been identified that the growth and development of organizations and as a result societies depend on the appropriate use of manpower. Merely the existence of equipment, supplies, and machines is not sufficient for effective doing of the affairs or organization. Therefore, lending importance to human relations and optimum use of the power of thought and individual skills of employees make the organization successful in achieving its objectives.

Appropriate human resourees are considered the asset of any organization and enjoy much importance in the correct selection of employees. In this respect, individual characteristics of manpower should be noticed because some of the individual characteristic of employees have much effect on the effectiveness of organization and can cause its change.

Qualitative and questitative characteristics of human resources specially age, education, and skill conditions, marital state, Personality, experience and ... are important on the ground that they are considered either its weak point or its strong point.

This subject can be investigated and followed in non-profit schools that are considered as educational centers and through the

definition and recognition of the variables that are effective in the effectiveness of these educational centers, desirable results can be achieved.

Hypotheses of the Research

1-There is a meaningful relationship between the work experience of human resources and the effectiveness of non- profit schools.

2-There is a meaningful relationship between the educations of human resources and the effectiveness of non- profit schools.

3-There is a meaningful relationship between the personality of human resources and the effectiveness of non- profit schools.

Method

The method of the present research is analytical and descriptional and chi² test has been used to achieve the relationship between the variables.

statistical population: the statistical population of the present study are the teachers and executive agents of the non- profit schools of the Rasht city that comprise 1639 persons. with respect to Cookran formula, the size of the sample included 246 person and because of the lack of answer by 10 percent of the sample, 10 percent has been added to the sample and finally 271 samples have been distributed among the population of the research through stratified random sampling.

In the percent research, the validity of the questionnaire has been standardised and confirmed through bound sampling and

frequent editing with the help of the authorities of this field. The validity of the reliability has been confirmed through the test of the coefficient of cronbach Her Alpha.

Domain of the Research

With respect to the subject, this research is considered as a marketing research and since transferring state sections to private sections and as a result transferring state schools to non-profit schools has been emphasized in recent years, the subject of the research refers to the year 2005 and from the view point of location domain, the present research includes the non-profit primary, guidance and high schools located in the Rasht city, and from the view point of the subject, it focuses on the effectiveness of organization. This research is descriptive and from the view point of objective, it is applied.

Analysis of the Information

In this research, the researcher has used chi² analysis-test with the help of the analysis of collected data for the three hypotheses. chi²- test being meaningful helps us to find there relationship between the nominal variables.

First Hypothesis Testing

There is not a meaningful relationship between the work experience of human resources and effectiveness in non-profit schools :H₀

There is a meaningful relationship between the work experience of human resources and effectiveness in non-profit schools :H₁

Crossing work table of effectiveness and work experience

effectiveness \ work experience	high		low		lowly		Total	
	real frequency	expected frequency						
Lower than 10 yeras	12	11.5	28	31.1	12	9.4	52	52
between 11-15	4	5.8	16	15.5	6	4.7	26	26
between 16-20	12	9.5	24	25.7	7	7.8	43	43
higher than 20 yeras	32	33.2	94	89.7	24	27.1	15	15
Total	60	60	162	162	49	49	271	271

chi² - test Table

Description statement	Statistic of test	Degree of freedom	Level of certainty	Critical quantity
Chi ²	3.402	6	0.05	12.591
Frequency	271	-	-	-

Redarding the above - mentioned calculating tables, it can be said that there is not meaningful relationship between the effectiveness of non-profit schools and work experience of its employees.

Second Hypothesis Testing

There is not a meaningful relationship between the educations of human resources and effectiveness in non-profit schools :H₀

There is a meaningful relationship between the educations of human resources and effectiveness in non-profit schools :H₁

Intersecting work table of effectiveness and work educations

effectiveness educations	high		low		Total	
	Real frequency	expected frequency	Real frequency	expected frequency	Real frequency	expected frequency
Diploma	1	4.4	19	15.6	20	20
Associate Degree	11	15.1	57	52.9	60	60
Bachelor and Higher	48	40.5	135	142.5	83	83
Total	60	60	211	211	281	281

Table of chi²- test

Description statement	Statistic of test	Degree of freedom	Level of certainty	Critical quantity
Chi ²	6.587	2	0.05	5.991
Frequency	271	-	-	-

With reference to the above - mentioned calculating tables, it can be said that there is a meaningful relationship between the effectiveness of non-profit schools and work experience and educations.

Third Hypothesis Testing

There is not a meaningful relationship between the personality of human resources and effectiveness in non-profit schools :H₀

There is a meaningful relationship between the personality of human resources and effectiveness in non-profit schools :H₁

Intersecting work table of effectiveness and personality

effectiveness Personality	High		low		Total	
	Real frequenc y	expected frequenc y	Real frequenc y	expected frequenc y	Real frequenc y	expected frequenc y
Honest	1	5.3	26	18.7	24	24
Bold daring	8	5.1	15	17.9	23	23
	5	2.4	6	8.6	11	11
Introvert	46	46.2	167	165.8	413	413
Total	60	60	211	211	271	271

Table of chi²- test

Description statement	Statistic of test	Degree of freedom	Level of certainty	Critical quantity
Chi ²	10.125	3	0.05	7.814
Frequency	271	-	-	-

With reference to the above - mentioned calculating tables, it can be said that there is not a meaningful relationship between the effectiveness of non-profit schools and personality and employees.

Summary of Hypotheses Testing Summary of Hypotheses Testing

No	Hypot thesis	Description of the Hypotheses	result	
			H ₀	H ₁
1	1 st	There is a meaningful relationship between work Experience and the effectiveness of non-profit schools		✓
2	2 nd	There is a meaningful relationship between educations and the effectiveness of non-profit schools	✓	-
3	3 rd	There is a meaningful relationship between Personality and the effectiveness of non-profit schools	✓	-

The table of the summary of hypotheses testing indicates that there is a meaningful relationship between the individual characteristics of human resources (educations and Personality of human resources and effectiveness; but there is not a meaningful relationship between the work experience of human resources and effectiveness.

Finding

Serious notice to the individual characteristics of employees in other to increase organization effectiveness can create new changes and trends in non-profit schools. some kinds of dissatisfaction and inexpressiveness in education society are because of unawareness, inability and carelessness to the above category that appear in such

schools. In this research, an attempt was made to define and clarify the role of the individual characteristics of human resource individual effectiveness.

Accordingly, with reference to the obtained information, the most important criteria and factors that are effective in effectiveness are as follows:

1-The work experience of human resources (employees):

such as having high experience, care in the transferred affairs, more knowledge and awareness to duties through in-service education, etc.

2-The level of educations of human resources(employees):

such as having higher educations(bachelor's degree, master's degree, doctorate degree) and promotion of the quality level of education and awareness individual duties and jobs.

3-Personality educations of human resources(employees):

- evaluation of the previous activities
- diligence
- self-evaluation
- dutifulness
- anticipation on the basis of the previous activities.

Result of 1st Hypothesis Testing

This hypotheses identifies the relationship between work experience(one of the characteristics of human resources) and effectiveness. It was identified, through statistical analysis, that there was not such a relationship.

Result of 2nd Hypothesis Testing

This hypotheses identifies the relationship between educations (one of the characteristics of human resources) and effectiveness. Through statistical analysis, it was identified that there was not such a relationship; however, there is a reverse relationship, that is, effectiveness decreases with the increase of the level of educations and vice versa.

Result of 3rd Hypothesis Testing

This hypotheses identifies the there is a relationship between different gropes of Personality and generally the Personality of employees and effectiveness. And this relationship is wholly positive and direct. Also the analyses indicate that the most effectiveness refers to the introvert group.

Suggestion

In this part, regarding all the collected and analysed information through the questionnaire, the interview performed individual there searcher's presence with the employees, the use of valid sites of non-profit schools, some of the important points as suggestions and to improve on the process of the effectiveness and its increase and the satisfaction or organizational entity are presented:

1-Contineous study individual the field of the impact of the individual characteristics of human resources on the effectiveness of non-profit schools and deterning the process appropriate to the

needs and requests of schools individual order to increase effectiveness and future planning.

2-Planning in creating accordance between the level of educations and organizational objectives, work quality, interest individual job, etc.

3-Much notice to religious tenets and creating correct and logical beliefs individual employees.

4-Notice to individual interest and requests of employees on order to create accordance with organizational objectives.

5-Lack of the impact of logical and relative pay rise of school masters on employees.

6-Existence of powerful potentials is human resources in order to accept more important positions.

7-Creating motive individual employees having higher level of educations.

8-Creating critical a space for employees so that they feel more peaceful.

9-Revealing and stating organizational objectives for employees.

10-Preventing form wasting time and time economy.

11-Much notice to the quality of work implementation and the quality of educational affairs.

12-Creating interest individual employees.

13-Enabling school mastering individual solving the problems of intraorganization.

14-Creating notice and interest individual employees individual order to decrease expense.

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XÜLASƏ

ÖZƏL TƏHSİL OCAQLARINDA HƏR BİR İNSANİ MƏNBƏNİN MÜSBƏT ƏLAMƏTLƏRİNİN TƏSİRİ

Tədqiqat Rəşd şəhərində aparılmışdır

Doktor Mehرداد Qüdərzvənd Çeqani

Azad İslam Universitetinin professoru, Rəşd filialı

Bu gün bir çox təhsil müəssisələrində insani qüvvələrin saxlanması və bunların hiş olunma obrazına yüksek qiymət verməliyik. Bu da hər bir təhsil ocağının inkişafının bilavasitə əndən əslihlığını göstərir. Tədqiqatın müsbət nəticələrinə görə tədqiqatçı çahşır ki, bu mövzuda hər bir insani mənbəyin fərdi xüsusiyyətinin, onun təcrübəsindən, təhsilindən, şəxsiyyətindən əslihlığını göstərsin.