

# Province The Relationship between Time Management and Work Ethic in the Management of Social Security and Employee Productivity Hormozgan –Iran

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## ABSTRACT

The productivity of the most attractive terms of applications in various fields, particularly management. In this regard, human resources productivity plays a key role in any organization.

This study aimed to investigate the relationship between work ethics and productivity of human resources management, time management. Time do research hypotheses using questionnaire distributed among members have been sampled. The researchers used questionnaires every effort was made to respondents uniform and balanced selection and their views will be examined. The research is descriptive and correlational. The population in this study all the management staff of the Social Security numbers of 725 people will form the province. In this study, a simple random sampling method is used. Finally, the statistical population, sample of 251 was selected using Cochran formula. Three questionnaires were used to measure the variables used in the study were time management and work ethic and productivity. Content validity of the questionnaire was confirmed by experts. The reliability of the questionnaire based on Cronbach's alpha coefficient for the questionnaire, time management (87/0), work ethic (vary from 850) and productivity (88/0) were estimated. There is The results also showed the work ethic and each of its dimensions with labor productivity among employees of the Social Security Administration province there is a significant relationship.

## 1. Introduction

The philosophy for existence of organization is reliant on human life. Human make the spirit of organization framework, move and run them. Without human organizations not only don't exist but also they will not be possible to run. Even despite organizations being equipped and turned into masses of hardware, in the future the human role as an agent required for their life and their survival still remains, therefore human resources are the main

source for

them. They are the one who give structure to organizations, offer solutions and at last solve the problems, give quality to productivity and meaning to efficiency and effectiveness.

Organizations of the present era, looking to human resources as a strategic means, take it as an assets and smart belonging, and more than before focus on staff job satisfaction. Therefore tending to the quality of work life (QWL) employees is the most important affair of organizations. In fact, the attention paid to the quality of work today is a reflection of its importance for everyone. Improvement of the quality of work life (QWL) requires the development of management policies which support human resources.

Also applying science, knowledge, common sense experience and Art, changing common knowledge to scientific knowledge, not only the quality of work life (QWL) can be improved but also the quality of social life can be promoted, and at the end will reach development of human society and sustainable development. One of the important management pests is inattention to quality of work life (QWL) of employees. This disregard, reduces the effectiveness and efficiency of the organization, for the lack of understanding of manager of quality of work life (QWL), these categories have lost their actual measure in the organizations. The quality of work life (QWL) or the quality of work system is one of the most interesting methods creating motivation and is a major way to have job enrichment which has its roots in staff and managers' attitude to motivation category. The necessity to pay attention and improve the quality of work life (QWL) has one logic that each individual spends 65 percent of human life is spent at work.

Quality of work life (QWL) is a process through which all members of the organization through open communication and appropriate way which is created for this purpose can make decisions about their job, and especially their work environment in general. This affects the type and involvement of their participation in their job and as a result work

satisfaction is more and work stress induced decrease. In fact, the quality of work life (QWL) represents a kind of corporate culture and practices of personnel management based on self-esteem and sense of

ownership. Quality of work life (QWL) is related to the quality of life in a bilateral and non-separable way which is one of the main origins of organizational development

which itself is a combination of science, art, experience, wisdom, knowledge and common sense. Discovering the relationship between behavioral variables can affect the inner policy and strategic orientation of organizations which can vary the human resource department. One of the

variables which have always been under the attention of organizations is performance which is the effort to improve the performance of the staff and this causes the staff to show double the effort to reach the goals of the organizational. The relationship between qualities of work life and performance has always been under the attention of the experts for years. In other words, the fixation of high correlation between these two variables can be advised to organization of different sector which can help to promote the quality of career structures.

Quality of work life (QWL) means mental thought and perception of physical and mental state of their work.

Naturally respect to the definition provided, in every society, indicators measuring the quality of work life (QWL), will be different. Wages and benefits, welfare services and pension insurance make up parts of the quality of life the work. The major part of the quality of work life (QWL) is related to the individuals mental out take of one's work. This out take includes jobs and employee fitness, fitness of one's spirit to the culture of that job, being efficient and useful sense of them at their work. John Walton (1988) provided a model that can be useful to understand this sense better. Quality of work life (QWL) in Walton's model, includes factors such as:

fair and adequate pay and benefits rights, observance of safety and health factors, opportunities to continue growth and security of staff, acceptance work organization, work life and social dependence on society and individual life, governing the overall living space in the environment,

integration of social improved human abilities. Quality of work life (QWL) is: staff response to work, particularly the consequences of individual job satisfaction and mental health.

Quality of work life (QWL) is the staff satisfaction which comes from the satisfaction that has been gained through the ability to improve the organization by personal experience

and in here providing the suitable environment to gain business satisfaction is emphasized. (ShirAshtiani, 2003)

In another definition, "quality of work life" (QWL) means having the right regulatory, good work conditions, good benefits and most important of all is to create challenging, participatory and satisfying work space. Quality of work life (QWL) comes through thinking to the philosophy to staff relations and include efforts in applying the quality of work life (QWL) with their regular efforts in the organization to greater opportunities for staff to influence the effectiveness of their work and collaborate to the overall organization. (Jazani, Nasrin, 1997) Today in many countries human investment is emphasized. Human

investment and promotion of work force quality is one of the main areas and roads to improve productivity and accelerate the basic development of organizations. Quality of work life

(QWL) and productivity are in a direct relation, which means improvement or decrease in each will affect the results of the other. (Mobin, 2008) Although research has uncovered

important predictors of Quality of Work Life (QWL), yet it has been absent present and has not been fully explored. To date, much of the empirical research on QWL has implicitly,

if not explicitly, adopted a contemporary view of job-satisfaction, stress, labor relations and a broad based view of occupation. Past scholars have offered a variety of definitions and suggestions of what constitutes QWL. For instance, QWL is a philosophy, a set of principles, which holds that people are the most important resource in the organization as they are trustworthy, responsible and capable of making valuable contribution and they should be treated

with dignity and respect (Straw, 1984). The elements that are relevant to an individual's quality of work life include the task, the physical work environment, social environment

within the organization, administrative system and relationship between life on and off the job (Cunningham, 1990). QWL consists of opportunities for active involvement in group working arrangements or problem solving that are of mutual benefit to employees or employers, based on labor management cooperation. People also conceive of QWL as a set of methods, such as autonomous work groups, job enrichment and high involvement

aimed at boosting the satisfaction and productivity of workers (Feuer, 1989) It requires employee commitment to the organization and an environment in which this commitment can flourish (Walton, 1975). Thus, QWL is a comprehensive construct that includes an individual's job related well-being and the extent to which work experiences are rewarding, fulfilling and devoid of stress and other negative personal consequences (Shamir, 1985)

Walton (1975) proposed eight major conceptual categories relating to QWL as adequate and fair compensation, safe and healthy working conditions, immediate opportunity to use and develop human capacities, opportunity for continued growth and security, social integration in the work organization,

constitutionalism in the work organization, work and total life space and social relevance of work life. Several published works have addressed the constructs that make up the QWL domain and key elements of QWL programs. Others such as Pelsma et al (1989) and Hart (1994) found that psychological distress and morale contributed equally to teachers' QWL. They determined that in the work climate of an occupation, QWL can be assessed by combining the amount and the degree of stress and the degree of satisfaction experienced by the individual within his/her occupational role. Winter et al (2000) viewed QWL for academicians as an attitudinal response to the prevailing work environment and posited five work environment domains that include role stress, job characteristics, supervisory, structural and sectoral

Characteristics to directly and indirectly shape academicians' experiences, attitudes and behavior. In a research by Kisai (2004) in Tehran water company with the theory of employees attitude to quality of life (QWL) and its relationship with work performance used Walton's eight-stage model to measure the quality of work life (QWL) for assessing components and performance

evaluation of eight-component model of Achy. Results of this research has shown that between fair and adequate payment, integration and social cohesion, providing growth opportunities and continuous security, life and general atmosphere of social affiliation have relation with performance. In the research conducted by Amelie (2002), in Islamic Azad University, Sari branch, with the title: the relationship between quality of work life (QWL) and quality of performance, direct relation has been viewed. Another study conducted by Kamdyh (2002) in Water and Sewage Company of Tehran, region 5, with the title: relationship between quality of work life (QWL) and performance of employees in the Water and Sewage

Company of Tehran region 5, regression analysis shows that between components the quality of work life (QWL) and continuous security components, integration and social cohesion, the integration and welfare services had the most effect on performance. In other study conducted by Karimi (2009) in the Department of Road and Transportation of Mazandaran province research results have shown relation between the components of quality of work life (QWL) performance.

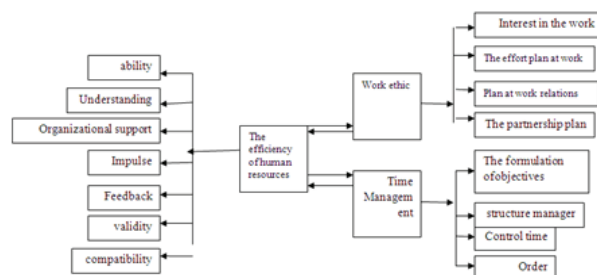


Figure 2-1: conceptual model of research

## 2. METHODOLOGY

Statistical Society of present study is 567 contract employees of formal social security of Mazandaran province which were work in 2009. In this study, simple random sampling method was used. Statistical sample studied included 229 employees of social security organization of Mazandaran province which were selected using Mor-gantable.

Education	Frequency	percent
Diploma	5	2%
Post Diploma	61	27%
Bachelor	138	60%
Bachelor above	25	11%
<b>Total</b>	<b>229</b>	<b>100%</b>

TABLE I - FREQUENCY DISTRIBUTION BASED ON THE STUDY GROUP EDUCATION

To measure the staff performance evaluation scores were referred to and to measure the quality of work life (QWL) Walton's standard questionnaire was used.

The present study has a descriptive - correlation research method, and has a survey research objective, the researcher in order to test the theories uses Spearman correlation method and Will Kaksvn test.

## 3. RESULTS:

Review question number two: Is there any relation between octet dimensions of work performance and quality of life of social workers of Mazandaran province?

<b>Subsidiary questions</b>	<b>Positive rating</b>	<b>Negative rating</b>	<b>z</b>	<b>sig</b>
How is the pay fair situation in staff view?	72/09	94/07	6 / 04	0 / 000
How is the cohesion situation in staff view?	106/62	75/82	11/63	0 / 000
How is the workplace safety and health status in staff view?	104/70	92/30	2 / 75	0 / 006
How is the growth opportunities and security of supply situation in staff view?	77/64	81/97	6 / 35	0 / 000
How are the regulation attended to in staff view?	83/08	91/06	0 / 32	0 / 740
How is the overall living state in staff view?	93/31	84/39	0 / 034	0 / 730
How is the status of human capability development in staff view?	72/38	113/81	7 / 13	0 / 000
How is social affiliation situation in staff view?	88/18	53/47	8 / 56	0 / 000
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One of the important pests of management is inattention to quality of life (QWL) of employees. This disregard, reduces the effectiveness and efficiency of the organization because of managers lack of understanding of quality of work life (QWL), these categories have lost their fit and actual measures in organizations. The quality of work life (QWL) or the quality of work system is the most interesting methods of motivation and is the major path to job enrichment which has its root in staff and manager

attitude to the category of motivation. The review of the results of research questions shows despite the emphasis of many scholars regarding the management quality of work life (QWL) and staff, the satisfaction of employees of the conditions of fair pay, growth opportunity were respectively below average. Between the status of development of human capabilities, growth opportunities and security, fair pay of organization with workers performance, exists direct relation. The fact that research results indicate

the existences of a direct link between some aspects of performance and quality of work life and the fact that in some dimensions the studied group was below average it is recommended to managers that more attention to fair pay, growth opportunities and continuing promotion for the performance improvement of the staff is required.

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