

Comparison of Political Behaviors Relation Regarding Individual Characteristics in the Direction of Staff's Occupational Promotion

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ABSTRACT

In this research, we perform comparison of political behaviors relation regarding individual characteristics in the direction of staff's occupational promotion. This research is a type of descriptive-solidarity and it's applied from aim aspect that is based upon field and library researches. All the staff and managers of Ghavamin bank's different branches in Khoozestan province form the current research's statistical society. The statistical society in this research consists of 6200 personnel; and in the same research, the sample volume regarding the society volume, on the basis of Kerjcie and Morgan and Kohan's table, has been determined 387 personnel (Javaherizadeh, 2007, p. 69). The used method for sampling in this current research is a regular or systematic sampling method; the data in relation to the variables have been collected from Birens' questionnaire of person's degree of being political, Frizer and Cocmur's questionnaire of organization's degree of being political(1992) and Shine's questionnaire of evaluating of promotion direction. For narrative examining of questionnaire, regarding being new of the research's subject, the advisors' opinions have been used and being narrative of content has been confirmed. In this research, Kronbach's alpha coefficient by method of the factors elimination has been used for distinguishing of the questionnaire permanency, and calculated Kronbach's alpha was determined 7845, and Mon-Witney's "U" test was done for comparison of a dependent variable with rank scale between two independent groups and also Kroskal-volis' variance analysis test for comparison of a dependent variable with rank scale among more than two independent groups by helping of SPSS software. Its results show that there is no significant difference between male staff's occupational promotion with female ones. There is no significant difference in the staff's occupational promotion according to educational degree, and also being political degree according to the service record. But there is significant difference in being political degree according to educational degree. We achieve the result that there is significant difference between being political of male staff's degree and female ones with the confidence of 0.95

KEYWORDS: Political Behaviors, Individual Characteristics, Staff's Job Promotion, Educational Degree, Service Record.

INTRODUCTION

Our era's organizations have under taken roles and missions over traditional roles and new duties have been assigned to them in political and social environment. The contemporary organizations have left the form of a merely official, industrial, or economical institution and they've become social-political institutions that should be sensitive and aware about their social-political environment more than before, in addition to doing the technical duties (Alvani,2005,p11). Politics is one of the organization's life realities. Those who ignore this aspect of life's reality, accept its danger. But why should politics exist? Isn't it possible that organization continues its life without politics? Maybe we can say, but with weak possibility, such a situation is possible (Daft, 2001, p. 99). The organizations have been made of coalitions which don't have agreement together from the aims aspect. Organization's political pattern consists of the groups which have separated and special benefits, and values. In such the organizations, opposition and divergence of views are common affairs.

Organization's various groups involve a lot of discussions, negotiations, and arguments for achieving to aim and decisions (Robbins, 1992).

Governmental organizations' managers should continuously coordinate their organizations with changes of mental and material environment (Namegh, 1993, p. 3); and as Storm's word: on the one hand, they should be creator of needs, and on the other hand, they should lead the changes which have been made in foundation of society's official, political, economical, and social life. Evaluation becomes an inseparable part of management system. The reality is that the people who have attained management posts can do their duties effectively or not. If we want the performance is evaluated effectively, it's paid attention that the staff in their profession can have legal

will for progress and promotion. One of the integrating ways of the organization's demand with individual needs is to pay attention to the managers' job direction and it can become part of performance evaluation.

RESEARCH BACKGROUND

In organization's life, politics has been defined as a negative factor from the beginning till now and always this subject has been discussed that should be kept away as far as possible.

But politics (using of power and influence) is a positive factor and necessarily not negative (Seyed Javadeyn and Amirkabiri, 2001, p. 328). Political organization or political behavior consist of the influential, deliberately, or consciously actions for increasing or protecting of a person or a group's benefits that emphasis on individual benefits distinguishes it from social influence. Political behaviors are unavoidable phenomena in organizational life. The managers neither can nor should destroy such behaviors in the organization. Because some political behaviors are applied and they can be used for achieving organizational aims (Moghimi, 2006, p. 310). Political organization calls undesirable and unpleasant behaviors to mind, but merely they are not limited. Political organization has stability and sometimes it's called as irritating factors of occupational life. Sometimes power and politics words are used instead of each other; although they are related to each other, they are distinct ideas (Venus, 1999, p. 71). Power means ability of influence on others and effectiveness process on behaviors' thinking and the other person feelings (Moghimi, 2006, p. 406). Power is the ability of doing job. So power is the ability of using force or influence or giving reward (Ghasemi, 2003, p. 339).

Power organization: if an organization in the society has enough characteristic and value, the issue of attracting talented and effective forces and attracting collaboration with organs and organizations and accompanying super ordinate responsible in charge allocating the required budget and needed facilities and such issues is entirely done. If organization's leaders have favorable field, they can become effective persons by coordinating these resources (Nabavi, 2001, p138). In the organization, important processes of power are not parts of reflex of organizational relations (whether horizontal or vertical) and usually organizational power is in organizational post, not in person (Daft, 2001, p755).

Individual power: such a power exists in manager and unique characteristics that show him in leader situation. This is a power source, the power that the manager or leader's real success cannot be realized.

Attention to individual characteristics: the issue of human characteristics of a person in organizations is one of the most important factors in managerial style of opposition. The importance of individual characterizes results from a lot of these characteristics which have increasing or decreasing role in person's pledge.

The most important characteristics: **Demography characteristics** (like: age, sex, the state of being married): these characteristics for everyone make opportunities and limitation in his/her job.

Specialty: contrary to non-specialist persons and staff who have been impressed from individual characteristics more than the others, their loyalty to the organization is in movement because of their little capability, the specialist staff don't pledge to the organization and have professional pledge more.

Occupational experience and record: the more the occupational record of a person, the less his ability to move and being active while working, and also his specialty and skill will be allocated to his organization more and as a result, it gets the person more sensitive and pledge to his job and organization.

Nature and type of job: the nature of a person's job plays important role in the degree of his pledge and working ethic. The nature of job is worth considering from variety, being meaningful (significant), degree of responsibility, delegation of authority, and so on. Occupational promotion direction in comprehensive management dictionary is defined: service record, permanent job, full time job, a job that a person chooses, he/she is brought up in that job and he/she usually have that job during the active period of his/her life (Zahedi 1997, p. 64).

The indexes of occupational promotion direction: these indexes are descriptions on Shine's five anchorages of promotion direction and moreover, the other three anchorages (service, identification, variety) have been added and they are: technical merit, working independency, managerial competence, security and creativity (Moghimi, 2006, p. 419). Among these indexes, variety and security are indexes that can be mentioned in the field of staff's individual characteristics examining.

Technical merit (or competence): one of the occupational developing ways is strengthening of an occupational skill (Me'marzadeh, Gheyhani, 2008, p. 380). The most confident way for achieving success of job skill requires information and knowledge in a special field. The style of this skill for supervisors is important. (Zahedi 1997, p. 380).

Independency: the factor that is considered for some people in making decisions about promotion course, is keeping independency and freedom at work. They are after reducing organization limitations minimum and they prefer small organic organizations for work (Moghimi, 2006, p. 214).

Identification: each manager should continuously take step in order to create or increase job power.

Variety: the mottos (or slogans) which said in contemporarily organizational world are variety of working force, skills of working force, and values of working force. New managers should be ready to deal with the working force having different cultures that consisting of the persons with differently ethnic and racial records, different sex and age, having different taste and style of life, and different values.

Managerial competence: principles or basics of management are among the most suitable standards that are used for evaluating a manager as a manager.

Security: for some people, working stability is considered as a key factor for making decision of promotion course. Creating a new success with challenging opportunities and low occupational security is incompatible with needs of such people. People with high security need prefer organizational and occupational stability, employment’s agreements, good employment’s advantageous, programs of old-age pension attracting, and such as them(Moghimi,2006,p. 214).

Creativity: it means using of mental abilities for creating a new think or concept.

RESEARCH METHOD

This research is a type of descriptive-solidarity and it’s applied from aim aspect that is based upon field and library research. All the staff and managers of Ghavamin bank’s different branches in Khoozestan province form the current research’s statistical society. The statistical society in this research consists of 6200 personnel and in the same research, the sample volume regarding the society volume, on the basis of Kerjcie and Morgan and Kohan’s table, has been determined 387 personnel (Javaherizadeh2007,p69). The used method for sampling in this current research is a regular or systematic sampling method; the data in relation to the variables have been collected from Birens’ questionnaire of person’s degree of being political, Frizer and Cocmur’s questionnaire of organization’s degree of being political(1992) and Shine’s questionnaire of evaluating of promotion direction.

For narrative examining of questionnaire, regarding being new of the research’s subject, the advisors and consultant’s opinions and examining of previously standardized questionnaire in related to the subject have been used and being narrative of content has been confirmed. In this research, Kronbach’s alpha coefficient by method of the factors elimination has been used for distinguishing of the questionnaire permanency. Kronbach’s alpha efficiency in this research, a 65 person group was used for calculating Kronbach’s alpha, and calculated Kronbach’s alpha was determined 7845, and Mon-Witney’s “U” test was done for comparison of a dependent variable with rank scale between two independent groups and also Kroskal-volis’ variance analysis test for comparison of a dependent variable with rank scale among more than two independent groups by helping of SPSS software.

DATA ANALYSIS

Comparison of occupational promotion among staff according to sex:

As the examined variables don’t follow normal distribution, thus for comparison of occupational promotion between male staff with female ones, Naparametric “U” Mon-Witney test has been used that its results are shown in below table:

Table 1. Comparison of occupational promotion among personnel according to sex

Meanfulness level	Z statistic	Mon-Witney Statistic	Rank average	number	sex
P=0.362NS	0.912	127.04	170.48	229	male
			180.84	118	female
				347	total

Not being meaningful=NS Meaningfulness at level 0.01 Meaningfulness at level 0.05

As the above table shows, because the amount of calculated Z statistic(0.912) at level 0.05 is less than amount of critical Z(1.96) (P>0.05), we conclude that there is no significant difference between occupational promotion of male staff with female ones.

Comparison of occupational promotion among staff according to educational degree:

As the examined variables don’t follow normal distribution, thus for comparison of staff’s occupational promotion according to their educational degree (four independent groups), Non parametric Kroskal-volis test has been used that its results are shown in below table:

Table 2. Comparison of occupational promotion among staff according to educational degree

Educational degree	Number	Rank average	Square statistic(x2)	Freedom Degree	Meaningfulness level
Diploma	40	194.94	2.909	3	P=0.406NS
Post-diploma	70	164.55			
BA/BSc	205	168.98			
MA/MSc	28	179.98			
Total	343				

Not being meaningful=NS Meaningfulness at level 0.01 Meaningfulness at level 0.05

As the above table shows, because the amount of calculated x2 statistic (2.90) at level 0.05 and with freedom degree 3 is less than amount of critical (7.81) ($P < 0.01$), we conclude that there is no significant difference between staff's occupational promotion according to educational degree.

Comparison of occupational promotion among staff according to working years:

As the examined variables don't follow normal distribution, thus for comparison of staff's occupational promotion according to their service record (three independent groups), Non parametric Kroskal-volis test has been used that its results are shown in below table:

Table 3. Comparison of occupational promotion among staff according to service record:

Working years	Number	Rank average	Square statistic(x2)	Freedom Degree	Meaningfulness level
Under 10 years	87	179.19	2.076	2	P=0.354NS
10 to 20 years	167	169.32			
20 to 30 years	83	157.69			
Total	337				

Not being meaningful=NS Meaningfulness at level 0.01 Meaningfulness at level 0.05

As the above table shows, because the amount of calculated x2 statistic (2.076) at level 0.05 and with freedom degree 2 is less than amount of critical (5.99) ($P > 0.05$), we conclude that there is no significant difference between staff's occupational promotion according to service record.

Comparison of person's degree of being political among staff according to sex:

As the examined variables don't follow normal distribution, thus for comparison of male and female personnel's being political Non parametric Kroskal-volis test has been used that its results are shown in below table:

Table 4. Comparison of person's being political among personnel according to sex:

Sex	Number	Rank average	Mon-Witney statistic	Z statistic	Meaningfulness level
Male	229	165.28	11515	2.345	P=0.019*
Female	118	190.92			
Total	347				

Not being meaningful=NS Meaningfulness at level 0.01 Meaningfulness at level 0.05

As the above table shows, because the amount of calculated Z statistic (2.345) at level 0.05 is more than amount of critical Z (1.96) ($P < 0.05$), we conclude that with confidence of 0.95, there is significant difference between male staff's degree of being political with female ones, on this basis and regarding calculated ranking averages, female staff's degree of being political (190.92) is more than male ones (165.28).

Comparison of person's degree of being political among staff according to educational degree:

As the examined variables don't follow normal distribution, thus for comparison of person's degree of being political according to their educational degree (four independent groups) Non parametric Kroskal-volis test has been used that its results are shown in below table:

Table 5. Comparison of person's being political among personnel according to educational degree:

Educational degree	Number	Rank average	Square statistic(x2)	Freedom Degree	Meaningfulness level
Diploma	40	116.89	17.602	3	P=0.001**
Post-diploma	70	187.11			
BA/BSc	205	173.76			
MA/MSc	28	200.09			
Total	343				

Not being meaningful=NS Meaningfulness at level 0.01 Meaningfulness at level 0.05

As the above table shows, because the amount of calculated χ^2 statistic (17.60) at level 0.01 and with freedom degree 3 is more than amount of critical (11.34) ($P < 0.01$), we conclude that there is significant difference between staff's degree of being political according to educational degree, and in proper order they are: 1.personnel with MA/MSc degree(200.09), 2.personnel with post diploma degree(187.11), 3.personnel with BA/BSc degree(173.76), and 4.personnel with diploma degree(116.89).

Comparison of person's degree of being political among staff according to working years:

As the examined variables don't follow normal distribution, thus for comparison of person's degree of being political according to their service record (three independent groups) Non parametric Kroskal-volis test has been used that its results are shown in below table:

Comparison of person's being political among staff according to service record:

Not being meaningful=NS Meaningfulness at level 0.01 Meaningfulness at level 0.05

Table 6: Comparison of person's being political among staff according to service record

Working years	Number	Rank average	Square statistic(χ^2)	Freedom Degree	Meaningfulness level
Under 10 years	87	182.57	4.941	2	P=0.085NS
10 to 20 years	167	157.69			
20 to 30 years	83	177.53			
Total	337				

As the above table shows, because the amount of calculated χ^2 statistic (4.941) at level 0.05 and with freedom degree 2 is less than amount of critical (5.99) ($P > 0.05$), we conclude that there is no significant difference between staff's degree of being political according to service record.

CONCLUSION

For comparison of occupational promotion of male and female personnel, Non parametric "U" Mon-Witney test has been used that its results show that there is no significant difference between occupational promotion of male staff with female ones. For comparison of staff's occupational promotion according to their educational degree (four independent groups), Non parametric Kroskal-Volis test has been used, we conclude that there is no significant difference between staff's occupational promotion according to educational degree. For comparison of staff's occupational promotion according to their service record (three independent groups), Non parametric Kroskal-Volis test has been used, we conclude that there is no significant difference between personnel's occupational promotion according to service record.

For comparison of male and female staff's degree of being political, Non parametric "U" Mon-Witney test has been used, we conclude that with confidence of 0.95, there is significant difference between male staff with female ones. on this basis and regarding calculated ranking averages, female staff's degree of being political (190.92) is more than male ones (165.28). For comparison of staff's degree of being political according to their educational degree (four independent groups), Non parametric Kroskal-Volis test has been used and regarding calculated ranking averages, staff's degree of being political according to educational degree and in proper order they are: 1.personnel with MA/MSc degree(200.09), 2.personnel with post diploma degree(187.11), 3.personnel with BA/BSc degree(173.76), and 4.personnel with diploma degree(116.89).

For comparison of staff's degree of being political according to their service record (three independent groups), Non parametric Kroskal-Volis test has been used, we conclude that there is no significant difference between staff's degree of being political according to service record.

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