

Efficiency Management and Effective Factors on labor Efficiency

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ABSTRACT

Human resources are the most precious and most important factor in the development of any country. Research in this field has shown that countries with high gross domestic product (GDP), usually have trained and more educated manpower. This paper studies the importance of manpower as a strategic resource to organizations and the factors leading to the increase in labor efficiency. As efficiency, organizational is the jewel that can guarantee stability and survival of organizations and mechanisms for competitive advantage, therefore, what in organization led to efficiency is that the organization in terms of personality, interests and emotions are compatible with the organization's activities and businesses. In this case, Interest in work, motivation and increasing the accountability and thus directly and indirectly promoting efficiency increased. Nowadays, management thinkers and researchers believe that employees are the most important source of competitive organizations, and human capital of an organization, institution or company and at a level beyond the human capital of a country can meet all the needs of strategic.

KEYWORDS: History and definitions of efficiency, management efficiency, factors affecting the increase in labor efficiency, suggestions to improve efficiency.

1- INTRODUCTION

Attempt 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 service organizations. 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's participation in the conscious and their deliberate efforts with discipline can be repair the efficiency and to improve efficiency especially in a turbulent environment and affect coupled with insecurity. Efficiency improvement culture spirit must be blown in the organization body that forms the core of human resources [1-5]. One of the main goals of any organization is the promotion of efficiency level and considering that man has a pivotal role in the development of efficiency applications; he plays the key role in the organization [6-9]. This paper summarizes definitions of history, important factors in improving creating the necessary conditions for improving labor efficiency and effective factors reduction efficiency in the human resource.

2. MATERIALS AND METHODS

In this study of the articles listed in resources were used for investigate the reasons. This paper has been used results of previous studies and surveys and has reached a comprehensive result.

Why efficiency?

Efficiency is an unwavering belief in human progress. Efficiency in primarily is an intellectual point of view that is always trying to improve the present situation. If hire yes sir and impotent people, you have "dwarf" organization and if hire scholars people you will have "giants" organizations.

Efficiency benefits for society:

Economic Growth

Control inflation

Increasing employment and decreasing unemployment rate

The history of the emergence the concept of efficiency

Since Human creation so far, man was always intended that (subject to certain limitations of time and location) derive maximum benefit from available resources. Since thousands of years that the first civilization take place in Mesopotamia to 18 century AD, when the math came to help man and Nowadays that intelligent robots replace humans in harsh things have always been trying to maximize the efficiency of resources achieved. Therefore, efficiency is as old as human history [10-13].

According to the theory of economic organization of Europe:

Efficiency is calculated by dividing the amount or value of the product or service on the amount or value of a factor of production.

According to the International Labor Organization theory:

Returns in proportion to the factors of production (land - capital, etc.)

According to the Europe efficiency agency theory:

A mindset and view that each individual or system can conduct every day do better than yesterday.

Peter Drucker's definition of efficiency:

Do the right thing the right way

Effectiveness + performance = efficiency

(Dynamic flexibility aims) (Continuous improvement with institution-building)

Efficiency that is one of the concepts of the economy is defined as: "the quantity of goods or services produced per unit of energy or work, compared with costs." In other words, efficiency is to obtain the maximum profit possible, using the efficient use of labor, power, talent and skills of human resources, land, money, equipment, time, place and ... to advance prosperity society.

Why Efficiency?

1. The increasing population and limited resources
2. Economic globalization and the spread of competition
3. Changing customer needs and product quality improvement
4. Reduce costs and survive in the market.
5. Promotion of per capita wealth

Different levels of efficiency are:

1. The individual level
2. 2- Working group level
3. Organizational level
4. The fields of trade, services, industry and agriculture
5. The level of economic sectors
6. State and national level
7. Globally

Factors affecting efficiency in organizations

In every organization, there are resources to achieve the goals set. Indication that shows what degree of goodness of these resources must be used is efficiency.

Some of the characteristics of good indicator efficiency

1. Meaning
2. The ability to calculate
3. The value of information
4. The ease of access to data
5. Intelligibility
6. Controllability
7. The cost of data collection
8. The ability to analyze
9. Tangibility
10. Accuracy

Types of efficiency

Partial efficiency

Overall efficiency

Multifactor efficiency
The total factor efficiency

Features of the new methods of work and the role of human resources

Action	Result
Authority and responsibility	Task Allocation
Divided and simplifying job	Business enrichment
Cheap labor	more VAT
Consider existence of best practice	Belief in permanent way
No role of individuals in the work process	Planned approach to employee participation
Uncritical subordination staff	Participatory management and their team manager
Monopoly innovation specialist's	Public responsibility and innovation
Standardization work	Freedom and flexibility
Escapes the burdens of the task	Considered as innate need and demand
No need as the staff thinking	As a valuable source of intelligence personnel
The publication of information deemed harmful	Free access to information staff
Tribal and affiliation	Organization without boundaries

Public Works efficiency includes:

- Savings in costs
- Improving the quality (quality and utility) of goods and services
- Prices stabilize or even reduce it
- Increasing the general welfare of society
- Increased revenue and profit
- Public satisfaction
- Economic growth
- An increase in production and service provision

Benefits and efficiency benefits for government systems

- An increase in profit and revenue
- Reducing Costs
- Increasing demand
- Job Satisfaction
- Quickly staff
- Accuracy staff
- Creating a healthier competition
- Promote job
- Create an attractive working environment
- Training of employees
- An increase in salary
- Job Security
- Doing things right and doing the right things
- improving the quality of working life
- Increased staff welfare
- Increased motivation

Improve efficiency requires comprehensive planning efforts of the people and authorities who need to improve their working conditions and driving change and ways of motivating employees, improving the systems, procedures, laws, directives, instructions, methods, technology and etc.

In general, effective ways to increase efficiency can be enumerated as:

Improve the quality of labor, since labor is the most important factor in improving efficiency so we can use the following points provides an increase in efficiency.

1. Improve governing relations between managers and employees
2. Improvement in the application of technological techniques

Explains factors contributing to the overall efficiency

- Efficiency is relationship between output and data used in production. Improve the efficiency, the more effective use of resources, including labor, capital, land, materials, energy, machinery and equipment and in the production of goods and services is also the source of one of the important factors in measuring efficiency.

- Among the resources, time is without replacement, time management is to control the real meaning of it and do it the right timing and activities in a timely manner of important factors that help increase efficiency. Efficiency is the best means of assessing the performance of each organization so that all aspects of an organization's activities and other aspects of its coverage and the other are evaluated. Improve work efficiency depends on the work intelligently and knowingly it is not depends on a chore, so it is possible through efficiency, a slight increase but real improvement will be continued. Using a combination of planning and time in the short-term, medium-term and long-term, efficiency can be increased significantly with improved efficiency. With a look at successful organizations generally seen as "the most important factor for the increase product manpower".

Effective factors on the improvement of management efficiency

- The increase in philosophy and management style, based on the combined knowledge of management and leadership structure of the organization
- Organizing, planning, coordination and control and ... at the management level
- Existence classes of information systems and correct reporting to management

Explains some of the common tools to improve efficiency

- The efficiency is not a new and complex phenomenon that found in our time. What is the highlighted efficiency as prominence and importance in the society is need for efficient use of available facilities and resources [15-18].

Increased efficiency can be in various forms such as the following:

- Changes in the performance of a small piece during production
- Change in the use of raw materials
- Optimization of production processes
- Changes in the marketing and sale of the product

Efficiency improvement:

- Should always be remembered that efficiency has been an evolution in which the manufacturing and service companies and institutions, and so on through increased efficiency and effectiveness, is trying to raise efficiency even remotely justifiable that people feel that the can work through partnerships, creativity and job performance controversial effort to accomplish, efficiency will lead to prosperity [19, 20].

- Increasing efficiency does not depend on only to buy new machinery or implementing new technology, but also employees and employers in institutions and companies should without any hesitation committed, improving their efficiency. Improve efficiency is expected to fast and visible results is unrealistic, because the programs to rapid growth and stabilization needs time [16-23].

The results

Despite the apparent ease of the definition of efficiency indicators, the development of appropriate indicators and measurement system design efficiency requires observing the fine points of understanding in addition to knowledge; requires the experience and the trial and error. Study of within and outside Experience in the country to measure and analyze the efficiency of government, for those who want to design a system for efficiency is useful.

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