

A Study of the Relationship between Individual Characteristics of Human Resources and Effectiveness for the Department of Prisons in Kermanshah Province

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ABSTRACT

The aim of research was to study the effects of individual characteristics of human resources on effectiveness for Department of Prisons in Kermanshah province. In order to collect the data needed, the researchers used, in addition to library researches, a 153-question questionnaire. The statistical society included all employees of Kermanshah Department of Prisons among whom the researchers selected 190 persons randomly. The alpha coefficient for test reliability was between 0.78 to 0.92. Moreover, the researchers used alpha coefficient and Spearman test to analyse the data. Finally, the result showed that there was a significant relationship between education, background, gender, and effectiveness that was positive. In addition, there was a significant but negatives relationship between age and human resource personality and effectiveness. Among the personalities defined, in this research, the personality type of “near to anger” comparing other variables had the greater influence on effectiveness for Department of Prisons in Kermanshah Province.

KEYWORDS: Human Resource, Effectiveness, Human Resource Education.

1. INTRODUCTION

The first step, to manage the resources is to provide and select manpower. If this stage would not be done correctly, the improper positions of people in society surly will cause many extreme problems. Manpower has some special characteristics such as “proficiency, education, experiment, personality and so on that show its quality in each organization” (*Mir Sepasi 2002, p. 23*). Therefore, in order to select and reduce the problems coming from improper selection, there should be some preliminary ideas about the work adaptation with personality, experiment, and age. The main goal of Human Resource Management is to assist the better performance and to increase productivity and efficiency towards organizational ideal objectives. According to existence of human in all activities, HRM can play a very important and significant role in the survival of the organization and its efficiency by planning the programs and systems (*Sa’adat 2007, p. 27*). “Well-qualified, creative, and potential manpower is the most valuable capital” and the most “important strategic resource for each organization”; therefore, the representative, in order to do their bests in roles, skills and activities, should have these characteristics (*E. Becker, and et al. 2006*). Therefore, one of the most important responsibilities in HRM is to identify, select, employ, teach, and keep manpower.

Without considering proper manpower, there would be no organizational effectiveness. If human resource in each organization considers organizational objectives, and uses the sources in hand, it will be effective in reaching them; thus this important issue needs some special personality, quality, and skill-oriented characteristics.

1.1. LITERATURE REVIEW

Human Resource: From the preliminary years of 20th century, in which Human Resource major was considered in management, up to now, there has been many changes for its nature. Majority of scholars and researchers considered human resource management from two perspectives: detailed perspective that is focused on manpower evaluation; and general perspective that is focused on resource management.

For decades, selection, training, and responding to employees belonged to managers. It was in 1980s that a new approach was introduced to manpower management under the name of HRM. Now days, all accept that HRM is not a replacement for employees management, but it looks at employees management procedure from a different perspective. However, some special “procedures” regarding “management of employees and relationships of

employees” can be introduced under the title of “HRM” (Armstrong 1993, p. 33). HRM is a general perspective toward strategic management of organizational sources or human management.

Human Resource Characteristics: The individual human resource characteristics include all qualities that belong to the individual being studied such as age, sex, background, personality, education and son on.

Effectiveness: Effectiveness refers to the degree of manager’s success and the results of the responsibilities he/she takes.

Management is also concerned with completing activities so that organizational goals are attained; that is, management is concerned with *effectiveness*. When managers achieve their organizational goals, we can say that they are effective. Effectiveness is often described as doing the wright things – that is, those work activities that will help the organization reach its goal (Robbins 1999, p. 9).

The common attitudes and approaches to effectiveness include:

Desire for Goal: In this approach, the organization is evaluated based upon the objectives reached;

Systematic Perspective: From this view, an organization is effective when meets those environmental factors’ needs which insure the survival of the organization.

Competitive Values Perspective: This view puts the emphasis on determining all key variables in effectiveness, and then how these variables are related to each other.

Regarding such issues, there has been done many researches. Mr. Gholamreza Shabani in 2003 studied the relationship between personal characteristics, job satisfaction and managers’ effectiveness for the head of departments in universities of Iran. The results showed that there was a significant and positive relationship between them which leads to higher levels of effectiveness. Mr. Manouchehr Rahimi in 2007 studied the effects of personal characteristics on effectiveness for Kermanshah Telecommunication services and found out that there was a positive and significant relationship that could lead to efficiency.

2. RESEARCH METHODOLOGY

According to the objectives, this research can be considered as a practical one, and according to the methodology; it can be considered as descriptive – deductive. The aim of research was to study the effects of individual characteristics of human resources on effectiveness for Department of Prisons in Kermanshah province. In order to collect the data needed, the researchers used, in addition to library researches, a 153-question questionnaire. These 153 questions included 3 parts, each having 8 questions about the subjects of gender, age, status, background, organizational level and howness of being employed.

The statistical society included 362 employees of Kermanshah Department of Prisons among whom the researchers selected 190 persons randomly using Kukran formula. The alpha coefficient for test reliability was between 0.78 to 0.92. The reliability and validity of the questionnaires, from the view of both form and content, were accepted by experts. Moreover, the researchers used alpha coefficient and Spearman test to analyse the data.

3. FINDINGS

In this research we used 4 hypotheses as the followings and analysed them by means of SPSS software:

The FirstHypothesis: There is a significant relationship between age and effectiveness.

The null hypothesis:There is no significant relationship between age and effectiveness.

The Alternative hypothesis:There is a significant relationship between age and effectiveness.

Table 1 (Spearman correlation coefficient for the 1st hypothesis)

Spearman		Age	Effectiveness
Correlation Coefficient	Age	Correlation Coefficient	1.000
		Significancy	-0.129
	Effectiveness	N	0/040
		N	190
		Correlation Coefficient	190
		Significancy	-0.129
N	0.040		
N	190		

According to the significancy (table 1), the correlation coefficient is -0.120 and the significancy is 0.04; therefore, the null hypothesis is rejected and the alternative hypothesis is accepted. Consequently, there is a

significant relationship between employees' age and effectiveness which is negative. It means that as the employees are older, they are less effective.

The Second Hypothesis: There is a significant relationship between employees' gender and organizational effectiveness.

The null hypothesis: There is no significant relationship between employees' gender and organizational effectiveness.

The Alternative hypothesis: There is a significant relationship between employees' gender and organizational effectiveness.

Table 2 (Spearman correlation coefficient for the 2nd hypothesis)

Spearman		Gender	Effectiveness
Correlation Coefficient	Gender	Correlation Coefficient	1.000
		Significancy	0.038
		N	190
	Effectiveness	Correlation Coefficient	0.151
		Significancy	0.038
		N	190

According to the significancy (table 2), the correlation coefficient is 0.151 and the significancy is 0.038; therefore, the null hypothesis is rejected and the alternative hypothesis is accepted. Consequently, there is a significant relationship between employees' gender and effectiveness.

The Third Hypothesis: There is a significant relationship between employees' education and organizational effectiveness.

The null hypothesis: There is no significant relationship between employees' education and organizational effectiveness.

The Alternative hypothesis: There is a significant relationship between employees' education and organizational effectiveness.

Table 3 (Spearman correlation coefficient for the 3rd hypothesis)

Spearman		Education	Effectiveness
Correlation Coefficient	Education	Correlation Coefficient	1.000
		Significancy	0.000
		N	190
	Effectiveness	Correlation Coefficient	0.357
		Significancy	0.000
		N	190

According to the significancy (table 3), the correlation coefficient is 0.375 and the significancy is lower than level, therefore, the null hypothesis is rejected and the alternative hypothesis is accepted. Consequently, there is a significant relationship between employees' education and effectiveness.

The Fourth Hypothesis: There is a significant relationship between employees' background and organizational effectiveness.

The null hypothesis: There is no significant relationship between employees' background and organizational effectiveness.

The Alternative hypothesis: There is a significant relationship between employees' background and organizational effectiveness.

Table 4 (Spearman correlation coefficient for the 4th hypothesis)

Spearman		Background	Effectiveness
Correlation Coefficient	Background	Correlation Coefficient	1.000
		Significancy	0.008
		N	190
	Effectiveness	Correlation Coefficient	0.191
		Significancy	0.008
		N	190

According to the significance (table 4), the correlation coefficient is 0.191 and the significance is lower than level of 0.05, therefore, the null hypothesis is rejected and the alternative hypothesis is accepted. Consequently, there is a significant relationship between employees' background and effectiveness.

4. CONCLUSION

In this research, it was tried to study the relationship between Individual Characteristics of Human Resources and Effectiveness for the Department of Prisons in Kermanshah Province. According to the results obtained through SPSS software and also other parts of the article, the most important criteria influencing on effectiveness are as the followings:

- A. There is a significant relationship between employees' education and effectiveness. It means that as the employees are educated, they are more effective.
- B. There is a significant relationship between employees' personality and effectiveness.
- C. There is a significant relationship between employees' background and effectiveness. It means that as the employees' working years are more, they are more effective.
- D. There is a significant relationship between employees' age and effectiveness which is negative. It means that as the employees are older, they are less effective.
- E. There is a significant relationship between employees' gender and effectiveness. It means that as the employees are men, they are more effective.

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