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The Survey of Effective Factors on Human Resource Productivity and Effect on Managers Empowerment in Imam Khomeini Relief Committee in Fars Province

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ABSTRACT

Objective: This research aims to investigate the factors affecting the efficiency of human resources (including organizational commitment, job creation, organization involvement, job satisfaction) and its impact on the empowerment of Imam Khomeini Relief Committee (RA) was carried out in the province. **Method:** Initial data with structured questionnaire with validity and reliability of the calculated experts and professors from 0 .835 to 110 employees and managers, were studied. To analyze the data, using the KÖlvmogrof Smirnov test to check the normality of the variables in each of the hypotheses discussed and Then, using the assumption of regression coefficients and coefficients of determination and structural equation analysis (path analysis) using the software SPSS Amos to review and approve or reject the hypothesis was discussed. **Results:** After reviewing the findings and their interpretation is shown The variables of organizational commitment and job satisfaction in empowering managers Imam Khomeini Relief Committee (RA) had a significant positive impact on the province .Results showed that significantly predict job satisfaction factors best liable empowerment.

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INTRODUCTION

Many organizations competing solutions to programs empowering detected And have tried to develop staff capacity to provide the necessary background. Indeed, empowerment, an important challenge to managers in this era. Because organizations are facing rapid changes and unpredictable. The main causes of these changes, Will be increasingly competitive global expansion of information technology and changes in the characteristics and demands of customers cited. Change in the conditions of the present time, lead to a change in their attitude to the workforce. In these circumstances, the staff, the tools are successful manager. n these circumstances, staff, success, and not as investment manager of the main drivers of the business and organization partners have become [15]. Empowerment in late 1997 as a response to the increasingly competitive and complex management was highlighted [9].

On the other hand, in the absence of economic competition are affected by the need to quantity and organizational productivity is important. To be able to improve their organization's performance management Qualitative insight into the thought and effort should be as far as possible, by providing strategies, productivity and quality led organization function maintain your desired level. This basically means that any program based on empowerment can lead to productivity and higher productivity, better services, attract customers and eventually take over a larger share of the market to bring. The continuous improvement not only to deal with the threats and opportunities in today's complex environment is essential It confirms that the difference principle should just accept each other's employees And Differences need to invest and hire them to do things that are equal to their abilities . In fact, when the word comes to quality and productivity programs can be synergy among components are inseparable and without hesitation issue [8].

Productivity is about to be added to obtain the maximum benefit possible with the exploitation and efficient use of labor, power, talent and skill, labor, land, machinery, Money,. Equipment, time, location, etc. to enhance the welfare of society [17].

In this study, the opinions, views, and models studied was different experts and researchers, After extraction of manpower productivity through the theoretical framework and standard of Empowerment, to examine the causal relationship between variables were presented as a coherent conceptual model.

Based on the theoretical expression, Employee empowerment means Build capacity of staff to enable them to create value in organizations Role and responsibility in the organization are responsible, along with the efficiency and effectiveness [7].

Factors affecting the empowerment of employees from different perspectives, and several models classified by Kanter (1993), Gao (2001), Riley, Bentley and Lin (2003), Olive (2004) and is designed Among these are the ideas, views spritzer (1995) is highly regarded. spritzer based model and Volthous Thomas (1990) The relationship between the four dimensions of psychological empowerment (feeling of meaningfulness, feelings of self-determination) choices), perceived effectiveness) by enabling it to test And then to examine the relationship between organizational factors and social empowerment of payment. He examined how these dimensions of empowerment evaluation to examine the indicators presented in a standardized questionnaire. The experts believe that the main factors affecting empowerment include: Demographic, group and organizational factors. Due to the comprehensive and complete view of the indicators used in this study.

Empowerment: The model and approach people with the skills needed to be able to direct the superintendent, operate. At this stage, the analysis of mature workers and can respond to questions and problems and find appropriate solutions. The person is able to adjust its behavior to the new conditions, the performance and decision responsible and accountable.

Organizational Empowerment: The level managers is that they are able to develop plans for the organization. They decide what should be done, by whom and how? Managers are aware of their duties, employees are responsible for continued guidance. At this stage, leadership skills can be empowering to the individual employees who have completed successfully trained.

Empowerment Group: recognizing the value and contribution of individuals who may be carrying out tasks in the group.

On the other hand, synergistic programs can undoubtedly an integral part of the organization, management, quality and efficiency are. Relationship between empowerment and organizational efficiency can be considered a two-way relationship [2].

Because of the theoretical and literature studies, factors that can affect the productivity of human resources include:

1-Creativity:

The present era is the era of creativity and innovation because of certain characteristics that have called. creativity is related to one's mental processes to solve problems, and discuss ideas, imagination, subjective assumptions, theories and products that are unique to the Directive makes [17].

Produce and exploit new ideas to the organization promises to be adapted to changing market conditions, and provide a timely response to the threats and opportunities to grow and develop [16].

2-Organizational Commitment:

Thought commitment a central issue in the management literature is the notion of Islamic values that depend on the organization and employees on the basis of commitment, evaluation is. Most of the questions that have to be added, such as whether it will work? Do you come to work on weekends? Sooner or later it will go or what to do to help ? Most managers believe that commitment is necessary for the effectiveness of the organization's employees, managers must maintain their commitment and adherence to and foster(Mitchell, 1978).

Bishop, *et al* (2000) has the following three characteristics described above are characteristic of an organizational commitment: they link the goals and objectives of the organization, the organization's desire to make a significant effort, desire and a high affinity for continuing membership in the organization .

3- Corporate Partnerships:

From the perspective of the participation of all individuals in matters relating to themselves, their responsibility and their right to freely express their own thoughts and ideas. Enterprises to participate in the collective effort and cooperation of all individuals (managers, employees and customers) to achieve common goals and interests(Shafie, 1386) And the parties having equal rights and opportunities for dialogue and decisions about issues, their belonging to their unit. The participation of all individuals in their new competencies influenced. The core competencies include self-management, critical thinking, communication skills , mutual learning capability and flexibility to decide which is the necessary condition for successful participation of all people in need [20].

4- Satisfaction:

Job satisfaction is one of the most important factors for career success. Job satisfaction is a factor that increases the efficiency and well-being of the individual. Researchers have defined job satisfaction of various views and believe you to enjoy a favorable position to provide individual, in this case, the person is satisfied with his job [3] and increase productivity and efficiency in your organization.

Despite the tremendous importance of productivity and empowerment, unfortunately in Iran for several reasons, including the uncertainty of organizational goals, the lack of a proper definition of the relationship between work and personal relationships, lack of appropriate performance evaluation system, the lack of definition of appropriate indicators to measure the productivity of labor work causes the specific mechanism is not defined in the quality of human resources and even this mechanism is not taken seriously.

Approach to the Relief of Imam Khomeini and the revolutionary character of public and private institutions is And As the country's largest advocacy organization and has raised more than 86 percent of the groups covered by the government's support programs are. And given the importance of the activities of this organization in our country and the quality of the organization and creating new job opportunities will be realized The organization of human be able, therefore, the researcher in this study aims at enabling analytical approach to studying the factors affecting the productivity of human resources and organizational shortcomings of the analysis followed established guidelines.

Research objectives:

The main goal:

Factors affecting the efficiency of human resources and its impact on the empowerment of Imam Khomeini Relief Committee (RA) in Fars province

Secondary objectives:

1. explain the impact of factors affecting the productivity of human resources and empowerment Imam Khomeini Relief Committee (RA) in Fars province.
2. explain the impact of organizational commitment to the empowerment Imam Khomeini Relief Committee (RA) in Fars province.
3. explain the impact of empowerment on job creation Imam Khomeini Relief Committee (RA) in Fars province.
4. explain the impact of organizational partnerships on empowerment Imam Khomeini Relief Committee (RA) in Fars province.
5. explain the impact of empowerment on job satisfaction Imam Khomeini Relief Committee (RA) in Fars province

Conceptual model:

Given the above, the conceptual model is presented below:

Analytical Model R:

Variables and parameters used in the analytical model to evaluate the conceptual model presented in this section. Table 1 for the variables studied them.

Table 1: Variables and parameters studied.

Type of variables	Indicators	variables
Dependent	Individual factors (identity and self-image, self-esteem and self-expression, analysis and problem solving skills, guidance and control emotions and stress, effective communication skills, creative thinking skills), group factors (work teams, teamwork skills) and organizational factors (collective identity, leadership and organizational management, continuous learning and development of staff)	Empowerment
		Factors affecting productivity
Independent	Extra work and on weekends, timely work, commitment and adherence to the organization's staff and management, the rich (job enrichment), provides the opportunity to use the skills, positive attitude towards work groups, linked to the goals and objectives of the organization and they agree, substantial effort in the name of desire, hope and high desire for continuity of membership in the organization.	Corporate Partnerships
Independent	Tend to be creating centralization and authority to subordinates Reducing the bureaucracy and eliminating bureaucratic red tape and to seek innovative adjustment Realization of collaborative management with the training of human resources, in order to improve staff management and familiarity with new technologies and management methods Applying the ideas of employees in decision making and working to improve and promote the organization, Delegating to staff at different levels, involving staff in order to offer better performance and control of the affairs conducted by the	Organizational Commitment

	employees themselves can as factors in increasing participation and teamwork in organizations influence employee empowerment Office of Education, Office of Educational Laws and Regulations in accordance with participatory management training Failure to hire managers with physical weakness and illness records Failure to do community relations managers, managers have weak family and social culture of high	
Independent	Feel the joy of work, satisfaction with salary and benefits, labor relations, the environment, proper evaluation of system performance, stability control, climate control	Satisfaction
Independent	Communicating with external knowledge bases, sensitivity to change, there is a place for external meetings and use of information technology, new ideas and useful product, performance, or procedures of the organization are appropriate to the cultural context	Creativity

According to the models and discussions of questions and hypotheses of this study are as follows: Are the factors affecting the productivity of human resources empowerment Imam Khomeini Relief Committee (RA) affects the province?

This research seeks to answer these questions seek to answer the following questions:

1. Does the organization's commitment to the empowerment of Imam Khomeini Relief Committee (RA) affects the province?
2. Do empowerment on job creation Imam Khomeini Relief Committee (RA) affects the province?
3. Does the organization participate in the empowerment Imam Khomeini Relief Committee (RA) affects the province?
4. Does the Job Satisfaction of empowerment Imam Khomeini Relief Committee (RA) affects the province?

So to answer the questions as the following hypotheses:

The main hypotheses:

Factors affecting the efficiency of human resources empowerment Imam Khomeini Relief Committee (RA) affects the province.

Secondary hypotheses:

1. A commitment to the empowerment of Imam Khomeini Relief Committee (RA) is a province of Fars.
2. The empowerment of job satisfaction on Imam Khomeini Relief Committee (RA) is a province of Fars.
3. institutional partnerships to empower managers to Imam Khomeini Relief Committee (RA) is an effective Fars Province.
4. Job creation by enabling management of Imam Khomeini Relief Committee (RA) is a province of Fars.

The population:

This research aims to investigate the influence of factors on the efficiency of human resources empowerment Imam Khomeini Relief Committee (RA) Shiraz. The target population for the present study can be stated as follows: The population in this study, managers and employees of organizations Imam Khomeini Relief Committee (RA) is a province.

Sample one of the most fundamental and most difficult step in any research in the field of precision in determining the sample size ensures accuracy and generalization of conclusions. In this study, a stratified random sampling method was used to determine statistical sample. Also, the statistical community that is based on Morgan 150 and 108 due to the loss of 110 was selected as the sample.

Data collection tools:

Data were collected using the following instruments:

- Studies library, including books, articles, journals, research reports, papers and documents and Using the Internet structured questionnaire In fact, the data collected in this survey was conducted through questionnaires. Questionnaires are one of the most common methods of field data collection is to collect information on a broad level possible.

In this study, a questionnaire was used as a tool to collect data, was used. The survey questionnaire consisted of 46 items.

Reliability and validity of questions:

In order to check the validity of this research work is the use of visual narrative. That question was related to a number of experts and professors and ask them about any feedback that happen to have questionnaire. It deals with the reliability of the survey instrument that gauges the same results to the same extent. One of the methods to calculate the capacity, reliability, Cronbach's alpha, which is also used in this study.

Making a research questionnaire was based on the theoretical research The pre-test questionnaires to obtain credit on 30 of the population and the Cronbach's alpha was used And the Cronbach's alpha coefficients were obtained as shown in Table 2 because of the 0.70 more result-that the question of trust is high.

Table 2: Cronbach's alpha coefficient of reliability.

Cronbach's alpha	Number of questions	variable
0.897	11	empowerment
0.913	9	Corporate Partnerships
0.862	12	Organizational Commitment
0.856	6	Satisfaction
0.941	8	Creativity
0.835	46	Total

Evaluation of hypotheses:

Since the normal distribution of the variables in the regression, the most important are liable Pre hypothesis before hypothesis research study, using non-parametric Kolmogorov - Smirnov test, assuming normal distribution of the data obtained each of the variables was examined. The tests conducted in this study to test the significance level of five percent ($\alpha = 0.05$) is considered. The results of the Kolmogorov-Smirnov test, which is placed below the text, is summarized in Table 3:

Table 3: Test results of the Kolmogorov – Smirnov.

p-value	z	Std. Error	Mean	df	variable
0.322	0.954	0.506	3.02	110	empowerment
0.09	1.19	0.56	3.14	110	Corporate Partnerships
0.11	1.47	0.454	3.49	110	Organizational Commitment
0.24	1.02	0.55	3.10	110	Satisfaction
0.09	2.81	1.22	3.73	110	Creativity

Since the significance level obtained for all variables, numbers greater than 0.05 would-be, there is no reason to reject the null hypothesis and the assumption of normality, the variables confirmed result. After confirming the normality of the data, to check the assumptions for each of the variables in the regression analysis was performed. Summary results are presented in Table 4.

Table 4: Results of regression testing secondary hypotheses.

	β	β	t	p-value	R	R ²		
							F	p-value
(Constant)	1.287		6.292	0.000	0.675	0.456	90.548	0.000
Organizational Commitment	0.609	0.675	9.516	0.000				
(Constant)	0.978		5.77	0.000	0.789	0.622	177.902	0.000
Satisfaction	0.716	0.789	13.338	0.000				
(Constant)	1.247		3.806	0.000	0.501	0.251	36.285	0.000
Corporate Partnerships	0.559	0.501	6.024	0.000				
(Constant)	1.292		6.488	0.000	0.684	0.468	124.95	0.000
Creativity	0.608	0.684	9.753	0.000				

According to the F and p-value for each variable, the result of the regression is significant Tremblay. Organizational commitment to 0.675 on the coefficient of determination is obtained, indicating that the 67.5% of the variation of the Imam Khomeini Relief Committee Empowering managers (RA) in Fars province by organizational commitment explain skins. . According to the obtained β coefficients, we can variable formulation was as follows:

$$(\text{Organizational commitment}) \times 0.609 + 1.287 = \text{empowerment}$$

Determining factor in job satisfaction is achieved 0.622 against which implies that empowerment of updates to 62/2 of the Imam Khomeini Relief Committee (s) can explain job satisfaction is an by the province. . According to the obtained β coefficients, we can variable formulation was as follows:

$$(\text{Job satisfaction}) \times 0.716 + 0.978 = \text{empowerment}$$

Corporate contributions are obtained for the coefficient of determination equal to 0.251, indicating that approximately 25% of the variation of empowerment Imam Khomeini Relief Committee (ra) participation by an organization could explain the province skins.

According to the obtained β coefficients, we can variable formulation was as follows:

$$(\text{Corporate Partnerships}) \times 0.559 + 1.247 = \text{empowerment}$$

Job creation is the coefficient of determination obtained from 0.468 to show that 46.8% of updates to empower managers Imam Khomeini Relief Committee (RA) in Fars province by job creation explain skins. According to the obtained β coefficients, we can variable formulation was as follows: (Job creation) \times 0.608 + 1.292 = empowerment

The main hypotheses: factors affecting the productivity of human resources empowerment Imam Khomeini Relief Committee (RA) affect the province.

The results of multiple regression analysis using SPSS software was performed in Table 5 are:

Table 5: Results of multiple regression analysis (Coefficients^a).

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	R	R ²
		B	Std. Error	Beta				
1	(Constant)	.923	.234		3.952	.000	0.639	0.625
	Organizational Commitment	.151	.245	.168	.619	.538		
	Corporate Partnerships	-.048	.091	-.043	-.527	.600		
	Satisfaction	.593	.085	.653	6.959	.000		
	Creativity	.041	.248	.046	.166	.869		
a. Dependent Variable								

Tremblay noted that the multiple correlation coefficient is equal to 639/0. In other words, a total of 63.9% of the independent variables associated with empowerment. The coefficient of determination is obtained, indicating that 62.5 to 0.625 percent of the variables were significantly related to empowerment and job satisfaction and organizational commitment is to explain the skins. To determine which of these two factors play a role in empowering managers, P-value is the value of the coefficient β in standard multiple regression analysis that simultaneously considers it essential variables considered. Tremblay noted that the effect of higher and higher job satisfaction.

Comparison of mean scores of barriers using the Friedman test. In order to ensure a high ranking and identifying priority research variables were significant Friedman test was used. Using the Friedman test ratings can be compared variables. In this test the null hypothesis and assume that contrast can be written as follows:
 H0: between job satisfaction and organizational commitment, there is no significant difference.
 H1: between job satisfaction and organizational commitment, there are significant differences.

Table 6: comparison of mean values using the Friedman test.

	Asymp. Sig.	Chi-square	df	N	Mean Rank	
	.840	.041	1	110	1.51	Satisfaction
					1.49	Organizational Commitment

>p-value 0.05 =

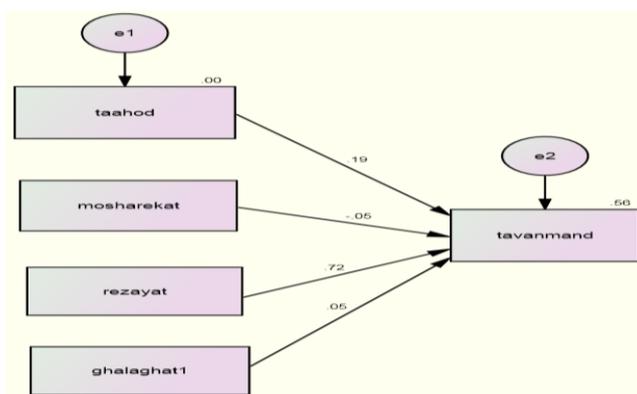


Fig. 1: Standardized coefficients for structural equation modeling (path analysis) The standardized coefficients to compare the effects of each component of the model is used. The larger the absolute value of the coefficient means that the effect of the independent variable on the dependent variable is greater.

Between job satisfaction and organizational commitment, there are significant differences.

In this section, the specific structural models or structural equation modeling (path analysis) is used by Amos software. Normal distribution of variables in the regression, the most important assumptions is that due to the non-parametric Kolmogorov-Smirnov test results (Table 3), this assumption has been verified for all variables. Figure 1, the results using structural equation modeling (path analysis) show. This graph shows the estimated coefficients of the standard model, the standardized coefficients (beta) in multiple regression analysis extraction. The model variables and parameters, as shown in Figure 1 is named:

The direct effects of path analysis Amos of t test, is used to assess the significance of model coefficients. Since the default significance level, 0.05 times the fruit, thus resulting coefficients will be significant if the value is greater than 1.96 or less than their corresponding 1.96- be. Whatever the absolute value is greater than 1.96, indicates the severity of the effect of the independent variable on the dependent variable will be more and more powerful. As you can see there are two variables, organizational commitment and job satisfaction.

The path analysis model goodness of fit indices, chi-square and RMSEA indices are. The best indicator, the ratio of chi-square statistic to its degrees of freedom, i.e. Whatever the ratio is smaller than 3 model has a better fit and proportion. Index RMSEA, the mean squared errors of the model. This index is based on the errors made. Extent permitted by the index value is 0.8. If RMSEA value below 0.8 is acceptable and if the 0.5 is pretty good. The value of RMSEA (mean squared error of the model) model has an acceptable fit is less than 0.8. This implies that the set of relationships between variables based on theoretical research, is reasonable.

Interpretation of Results

The first sub-hypothesis: organizational commitment to the empowerment of Imam Khomeini Relief Committee (RA) is a province of Fars.

The results showed that 67.5 of updates to empower managers Imam Khomeini Relief Committee (RA) in Fars province by organizational commitment explain skins. The research hypothesis is confirmed. Results The results Neiestani *et al* (1391), Tarzan Begay *et al* (1389), and the Abbasi and cord (1388), Poor Sharifi *et al* (1388), Jabbarzadeh (1381), Barton and Barton (2011), Wysocki; Kepner (2006), Savari (1998), Spritzer, (1995) and in direct line with the research Moghly *et al* (1388) Countercurrent sets.

Indeed, the notion of commitment is a central issue in the management literature is the notion of Islamic values and their organization was based on a commitment basis, are evaluated. Often work overtime, work on holidays, sooner or later come to work and commitment and adherence to the organization's employees are considered. In this regard, most managers believe that commitment is essential to the effectiveness of organizations and managers need to maintain and grow. The organizational commitment of managers feel their force and stable binding Consider itself bound by the activities related to the goals set forward. And organizational factors related to organizational commitment, including: the rich (job enrichment), provides the opportunity to use the skills and positive attitude towards work groups in the organization to plan their own activities.

Also, the result can be interpreted as findings that link the goals and objectives of the organization's managers have learned They completely agree, tend to show substantial effort in the name of their organization; The Dream and high affinity for continuing membership in the organization is an obvious feature. Also, the perceived commitment of top managers, the employees of the organization will ensure that the employees would be more than the organization That if they work harder at self-empowerment and organization, organizational goals and will meet with greater efficiency and effectiveness That if they work harder at self-empowerment and organization, organizational goals and will meet with greater efficiency and effectiveness.

The second sub-hypothesis: the empowerment of job satisfaction Imam Khomeini Relief Committee (RA) is a province of Fars. Results showed that the percentage of updates to 2/62 empowerment Imam Khomeini Relief Committee (RA) in Fars province by job satisfaction is explained and discussed. The research hypothesis is confirmed. Findings or results Neiestani *et al* (1391), Begay *et al* (1389), and the Abbasi and cord (1388), Poor Sharifi *et al* (1388), Jabbarzadeh (1381), Barton and Barton (2011), Wysocki ; Kepner (2006), Wright *et al* (2008), Savari (1998), Spritzer, (1995) is aligned.

The results obtained can also be acknowledged that Satisfaction with job security and labor can be Qualified and competent manpower is the biggest investment service or product is an organizational unit used and the power of them And thus create an effective organization, to quickly and easily achieve long-term goals and strategies, and empowerment organization and management of the fund. thereby creating an effective organization, to quickly and easily achieve long-term goals and strategies, and empowerment organization and management of the fund.

On the other hand, it can be added that organizational performance is a function of satisfaction and the organization's managers and employees. In other words, employees must work at least partly to do with the interest and skills to be And relationships with managers and colleagues, as well as their job satisfaction in order to be able to operate with efficiency and effectiveness busy with their own work. In fact, the staff, the desire, motivation and skills to perform their role in the organization of work can play a stronger and more efficient.

The third sub-hypothesis: organizational participation on empowerment Imam Khomeini Relief Committee (RA) is a province of Fars.

Results showed that approximately 25% of the variation of the Imam Khomeini Relief Committee Empowering managers (RA) in Fars province by organizational partnership explain skins. The hypothesis is therefore confirmed. The research results Neiestani *et al* (1391), Begay *et al* (1389), and the Abbasids (1388), Jabbarzadeh (1381), Barton and Barton (2011), Wysocki ; Kepner (2006), Savari (1998), Spritzer, (1995) is aligned.

In reviewing the results, the findings suggest The advantages of organizational participation and As a result of the decision by subordinates at all levels of the organization to increase productivity, many HR managers Resulting in increased empowerment accepted.

Although corporate partnerships and collaborative decision-making process usually involved small groups in an organization, how to manage conflict and decision-making goes, but delegating to people known and most common means of achieving increased employee participation and their empowerment.

Based on the results obtained, it can be said that Organizational participation and democratization process of the administrative system, to sensitize employees about the future of human resource organization can increase productivity And take steps to empower managers and employees, but this requires the creation of appropriate infrastructure in an organization and its suppliers are Unity to overcome the obstacles and crises of legitimacy, distribution and communication to empower employees and managers with organizational goals met.

The fourth sub-hypothesis: the empowerment of job creation Imam Khomeini Relief Committee (RA) is a province of Fars.

Results showed that 8/46 of updates to empower managers Imam Khomeini Relief Committee (RA) in Fars province by job creation is explained and discussed. The hypothesis is therefore confirmed. The research results Neiestani *et al* (1391), Tarzan Begay *et al* (1389), and the Abbasids (1388), Poor gentleman, *et al* (1388), Jabbarzadeh (1381), Barton and Barton (2011), Wysocki ; Kepner (2006), Ozbiligin (2005), Savari (1998), Spritzer, (1995) is aligned.

The results can be concluded that the creative job of enabling people to increase productivity in the organization's human resources. Manpower in having the power of thought, creativity and innovation are the greatest asset of any organization, because any improvements in the technical and organizational systems is done by manpower. Career creativity, intellectual ability and thoughts of people as capital is latent and stagnant. The organization and management of these resources can be used more potential to do as much as possible the development and empowerment will be possible. Unlike other manpower resources to reduce consumption or not dissipated much of the thought and think more, be just as much of his can improve On the other hand, the ability and creativity and As a result of stagnant no survival a meta-level needs of human beings is rooted in human nature.

Those who participate in the affairs and activities of the organization and creativity, ability, and I thought the use clean, well-organized and increase productivity improvements have taken steps in its own excellence.

The findings suggest that the factors affecting the productivity of human resources, organizational commitment, job satisfaction and empowerment variables Imam Khomeini Relief Committee (RA) is a province of Fars. These results with the results Neiestani *et al* (1391), Tarzan Begay *et al* (1389), and the Abbasids (1388), Jabbarzadeh (1381), Barton and Barton (2011), Wysocki ; Kepner (2006), Savari (1998), Coburg (1999) and Spritzer, (1995) is aligned, which is of course the effect of two other factors, namely job creation and enterprise partnerships have not ruled out the existence of this effect, but the result of their research has confirmed.

According to the ranking factors, path analysis was confirmed Friedman, Findings can be interpreted such that both organizational commitment and job satisfaction on empowerment Imam Khomeini Relief Committee (RA) affect the province. In fact, one of the variables that are associated with motivation and job satisfaction, organizational commitment, the degree of psychological identification or sticking to deny employees Organizations that are related to individual and organizational factors. Organizational factors related to organizational commitment include the rich (job enrichment), provided the opportunity to use the skills and ability to work with a positive attitude to work with these groups, along with job satisfaction can benefit providers the empowerment is affecting labor productivity. Commitment to understanding how the organization is committed against them is affected.

Based on the results obtained, it can be said that high perceived commitment to the employees of the organization will ensure that the employees would be higher that if they try the organization's objectives will satisfy and they will receive the appropriate reward and as a result there will be job satisfaction in them.

It is worth adding that job satisfaction is one of the most important factors for career success. Job satisfaction is a factor that increases the efficiency and well-being of the individual In fact, if a person's job to provide optimum enjoyment of this person's job satisfaction It is certain that the combination of various factors like the feel of both internal and external work Such as compensation and workplace relations that cause a person to be satisfied with his job More and more effectively to achieve organizational goals to strive for the empowerment of the effort that it takes.

Total Result:

The general conclusions Overall job satisfaction and organizational commitment variables empowerment Imam Khomeini Relief Committee (RA) have a significant positive impact on the province. Results showed that the strongest predictor of job satisfaction is positive empowerment. This may indicate that managers pay special attention to indicators of job satisfaction of employees. It can be said managers at the various factors influencing the increased productivity of their human resources to organizational commitment and job satisfaction have special attention This results also suggest that when managers' organizational commitment and job satisfaction, and it is encouraging to note And the empowerment and increased employee productivity and to improve the assessment.

A total of organizational commitment and job satisfaction were able to confirm this hypothesis and suggest that these agents enhance the productivity of human resources can enhance the empowerment of variables.

Suggestions:

1- Organizational commitment through the establishment of the tasks, the system offers. Partnership based on the tasks that one of the most successful and efficient methods known to be caused. The aim of the emergence of creative thoughts and ideas and use them in ways that increase organizational efficiency and productivity. The system will reject the task and offers no thoughts and no idea humble are not considered, tasks it is expected to manage the proposed intimate atmosphere and will be announced. The system can process in brief is this:

First of all the staff can do to improve their organizational tasks proposed;

II-The bids will be evaluated;

Third-offers the promise of work processes used;

Fourth-appreciated, the proposer will be informed of the outcome of the implementation of the proposal.

This way, as suggested by the employees themselves and not their own, they are committed to doing.

2-The results of the annual assessment for decisions regarding the use of human resources. It can increase job satisfaction for about promotions, appointments, job displacement, loss of scholarships and other financial and material incentives.

3-Administrators can create greater commitment to organizational goals and improve employee job satisfaction through a planar structure, Transverse structure, and reduce the number of management layers and levels of structure (delegation) to empower and help achieve greater efficiency.

4-According to the findings, it can be said that managers can efficiency programs on the proper use of manpower wise, experienced and job satisfaction, enabling managers and staff to walk. Improve Job Satisfaction with the staff and curriculum - Educational closely related. This can be achieved by encouraging employees to participate in programs to improve operations, increase productivity, Activities and Debug regulatory reform activities in the workplace and job done These activities will develop a spirit of teamwork among staff and find out more information about the activities of his unit Resulting in higher productivity activities to be engaged.

5-Training courses for managers to increase understanding and applying the relevant factors affecting job satisfaction. They can also create an organizational commitment to organizational goals.

According to what conclusions were drawn based on the research model will be offered in leadership studies The framework for the development and empowerment of factors and variables with job satisfaction and organizational commitment of employees to create their own Applied to the simultaneous and integrated them with the challenges they face in today's competitive world and be able to continue their activities.

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