Investigating the Employee performance Evaluation System at Department of Education in Miandoab City

Mohammad Aziziyan and Ali Ghanbari

Department of Education, Shahin Dej Branch, Islamic Azad University, Shahin Dej, Iran

ARTICLE INFO

Article history:
Received 15 April 2014
Received in revised form 22 May 2014
Accepted 25 May 2014
Available online 15 June 2014

Keywords:
Performance, evaluation, Department of education

ABSTRACT

Objective: This study aim at identifying the employee performance evaluation system at Department of education in Miandoab city in order to offer the managers the necessary suggestions for strengthening the strengths and eliminating the deficiencies by investigating the available documents and interviewing with staff. Background: The statistical population if this study consists of the employees at Department of education, thus sampling is ignored and the hypotheses are developed at both content (criteria and standards) and executive dimensions (assessment methods, evaluation resources (evaluator), evaluation periods, and the way of utilizing the obtained results). Results: This study utilizes the descriptive-survey method for investigating the status quo of performance evaluation system and comparing it with desired status. Furthermore, the mean, standard deviation, frequency and percentages are utilized in descriptive section. Wilcoxon signed-rank nonparametric statistical test is applied for hypothesis test. Conclusion: The results of hypotheses indicate the existence of difference between two states and it is inferred that there is a significant difference between the current state of performance evaluation system and desired status.

INTRODUCTION

The process of collecting the individual information about how to do the work is called the "Performance evaluation". The performance evaluation refers to the degree of employee merit and competency in terms of performing duties and responsibilities in the organization and this evaluation should be objectively and systematically carried out. In other words, it is essential to evaluate the human resources in the organization to determine the results of human resources performance and their efficiency. Thereby, the human resources are improved and developed to achieve organizational goals by identifying the strengths and weaknesses of human resources[1].

Research hypotheses or questions: Since the performance evaluation system can be investigated according to both content and executive aspects, the researcher has considered a main hypothesis which has two particular hypotheses each which have their own sub-hypotheses.

Main hypothesis: Is there a significant difference between the existing and desired status in terms of performance evaluation system?

Particular hypothesis 1: Is there a significant difference between the existing and desired status in terms of performance evaluation system content?
1-1- Is there a significant difference between the current and desired criteria of evaluation system?
1-2- Is there a significant difference between the current and desired standards of performance evaluation system?

Particular hypothesis 2: Is there a significant difference between the current and desired implementation of evaluation system?
2-1- Is there a significant difference between the current and desired evaluation methods?
2-2- Is there a significant difference between the current and desired status in terms of evaluation sources (evaluators)?
2-3- Is there a significant difference between the current and desired status in terms of evaluation courses?

Corresponding Author: Mohammad Aziziyan., Master in educational planning ,Department of Education, Shahin Dej Branch, Islamic Azad University, Shahin Dej, Iran.
E-mail: mohamadaziziyan@gmail.com
2-4. Is there a significant difference between the current and desired status in terms of the using the obtained results of evaluation system?

**MATERIALS AND METHODS**

According to the research objectives, the nature of hypotheses, applied data, and research method in this study, the research has descriptive method.

*Introducing the data collection methods and tools implementation method:*

In this study, the field method (questionnaire) is applied for data collection as well as the library assessment (using the local and foreign books and articles and investigating the organizational documents). The questionnaire with closed questions is applied to accelerate the respondent's understanding and facilitate responding and ease of data extraction and analysis. The applied questionnaire in this study is anonymous in order to assure the respondent to answer the questionnaire without any concern. In this regard, two questionnaires are designed and each of them contains 20 questions which should be responded both in current and desired status.

*Statistical Population:*

The research population includes all 80 employees at Department of Education in Miandoab City. This population consists of all staff employed at the department including the experts, supervisors and expert assistants. Thus, the statistical sampling is not done in order to achieve the trustworthy research validity and reliability.

*Determining the reliability and validity of questionnaire (research tool):*

In order to achieve the reliability of questionnaire after designing the questions, the questionnaire is once implemented experimentally on a group of 30 employees and the Cronbach's alpha coefficient is measured for reliability of questionnaire after collecting and extracting the results. The result of questionnaire reliability is calculated equal to 92% for investigating the current status of performance evaluation system and it is obtained equal to 83% for desired status and then the questionnaire is distributed among the employees.

*Statistical methods of research: Descriptive and inferential:*

In this study, the mean, standard deviation, frequency and percentages are provided in descriptive section. Since we have applied a two-part questionnaire with the first part for investigating the current status of evaluation system and the second part for desired status, the hypotheses are based on the difference between the current and desired status and the measurement has the mean rank type and Wilcoxon nonparametric signed-rank test is applied for hypothesis test.

*Data analysis method:*

Collected data from the first and second part of questionnaire for identifying the current and desired status of performance evaluation system is interpreted after classifying each question individually through the frequency, cumulative frequency, frequency in percent, cumulative frequency in percent, and by giving different weights to items and measuring the mean. Giving the weight to items is done as follows: Very low weight (1), low weight (2), average weight (3), high weight (4), and very high weight (5).

*Results:*

The study of this issue indicates that the necessity for evaluation is more considered than its application in our country so far and in some cases with the claim of evaluated application, it has been done more clumsy and immature rather than scientific and rational.

The history of evaluation as an informal science in the world is much older than it seems at first review, but in recent times, influence of evaluation can be found in the nineteenth century when the social philosophies emphasized on the freedom of action and humanism due to the occurrence of industrial revolution and the economic and social changes in individual lifestyles.

The results of previous studies indicate that the proper and accurate evaluation is considered as the managers and decision makers' one of the main tools which can clarify the achievement of organizational objectives and activities by timely implementation.

Furthermore, it is an important factor in improving and upgrading the performance and conducting the educational program. Unfortunately, the evaluators have no necessary expertise to conduct the proper implementation, and the applied methods and criteria are far from the desired level. To overcome this issue, the theoretical and scientific principles should be strengthened and borne in individual minds and beliefs. Moreover,
it is evident that its proper implementation will strengthen the sense of participation among the individuals in the organization and this in turn will facilitate the future decision-making and measures.

Conclusion and suggestions:

All research hypotheses are approved after the hypothesis test by Wilcoxon signed-rank test. They indicate that there is a significant difference between the current and desired status in terms of content (indexes and standards of performance evaluation) and implementation (methods for performance evaluation, evaluation resources (evaluators) and evaluation courses and the way of applying the results of evaluation).

The following suggestions are offered for this study:

1. Explaining the reliable strategies and sources to determine the performance evaluation indexes;
2. Determining the optimal evaluation methods with respect to the contextual variables of organization.
3. Investigating the way of determining the evaluation sources with respect to the conditions of different jobs in the organization as well as the employees' positions.
4. Analyzing and investigating the existence of acceptable standards in public administration system according to the content variables of organization.
5. Investigating the relationship between optimal performance evaluation system and the organizational commitment in employees.
6. Investigating and analyzing the impact of performance evaluation system on human resource empowerment.
7. Investigating and analyzing the function of performance evaluation system in evaluating the organizational objectives and strategies.

REFERENCES