



Study of Relationship Automation and employee's effectiveness (Case Study: Welfare bank branches Golestan Province)

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ABSTRACT

The aim of this study was to investigate the relationship between welfare automation of bank branches and employees effectiveness in Golestan Province. By studying articles, books, use of databases to collect the literature in relation to the effectiveness of automation and assumptions were developed. The study population consisted of all bank employees welfare of Golestan province were selected. . To gather the needed information and hypotheses on the distribution of questionnaires, interviews and observation were studied. According to the statistical methods including statistical analysis was performed and the average test mean difference test Researchers with the implementation of statistical methods to the study conclusions and make recommendations about organizations attempted to prepare To achieve the goals and the efficiency of the administrative system due to the use of information technology is possible.

Keyword:

Automation, efficiency of staff, bank branches welfare of Golestan province

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INTRODUCTION

We must also change our circumstances are constantly changing, otherwise we will pay a heavy price for Dmtghyyr. Today, communications and office communications in organizations and economic institutions, due to the expansion and development Rapid technological change and the rapid increase in global environmental change and the need to respond quickly and appropriately Organization This development has changed completely. For this purpose, the use of office automation system as a new method, on the one hand to speed up the process and on the other hand, the activities of the organization and classification of data collection, provides a good platform to accelerate everyday tasks. Talk Office Automation, daily updates more important, because today your organization can most often at the highest level of preparedness to deal with environmental changes and internal view That have benefited from the high degree of automation (Zwass, 2013).

Organizations and government agencies, according to government approvals required to use modern office equipment, computer and are using them to make faster, more accurately and at lower costs related matters But does this do to your organization actually advanced electronic and computer equipment appropriate to the goals of organizational effectiveness?

Effective and achieve the objectives, the goal of every organization and in this regard they run different programs. Iran's government to streamline multiple applications in your organization, The framework is designed to transform one of the reforming programs in automation to reduce administration costs and also be more effective work. This study seeks to fit, The degree of automation and information technology capabilities and organizational effectiveness in the Refah Bank Golestan province(Kai, (2012).

According to the organization's corporate culture environmental requirements characteristics of employees, variability officials want to see what the relationship between these variables and factors land there? According The changing world and rapid process information and use of advanced technologies, it is necessary to do office automation and IT capabilities. Role of information technology in knowledge management is an important issue for organizations who wish to present their technologies to manage intellectual capital Explo (McLeod, Raymand. (2013).

Many information technology organizations to manage their knowledge in a particular form or forms are used. Knowledge management can make good use of information technology, very important results to be followed. IT can create management processes Knowledge is crucial. However, the necessary skills to staff in the field of information technology, to empower them in their work is inevitable. Knowledge management requires staff is competent and capable staff, information technology tools are in need of assistance. Success Providing the knowledge management process, along with the use of information technology is enabling staff Consider them apart.

Literature:

- Parsons, T. (2012) study "America's computer network construction and operation of new Evidence factory data CNUS» with the use of computer networks as a decisive double standards Performance labor and total factor productivity performance of cross-sectional data and using the Cobb-Douglas function of three factors: labor, capital and raw materials and control variables firm size The combination of power and skill to the conclusion that computer networks and a significant positive impact on the performance of the workforce.

- Parsons, T. (2013) study entitled "The impact of organizational structure and capacity of information technology on organizational effectiveness on the 110" did. They concluded in their study that the three components of information technology is positively related to organizational effectiveness as well as organic structure is also positively associated with information technology components.

- Zhang, W; Cao, Qing, Schniederjans, M, (2012), In the article "Factors affecting the adoption and application of information technology in schools' teachers barriers in the implementation of computer technology to teach students studied, the most important are: of time, problems accessing hardware software attitudes management of technology, teacher attitudes towards Information technology, education problems, teacher training and personal skills of teachers in the field of computer (Kraays, 1998).

- Robbins, Stephen P. (2000). published an article in which a group of organizational theorists were asked to consider 30 criteria of effectiveness Campbell and the elimination of the remaining common criteria to assess the similarity of each pair. Consequently, the measure of effectiveness was 17 compared to 136 test results Grdyd.ba using a larger and more diverse group of researchers was repeated investigations showed that the theorists are Rvrba Queen and mental similarities and differences Accepted criteria for effectiveness have organized in the form of a three-dimensional order.

Test hypotheses,

Pearson correlation test:

According to the hypothesis of a relationship and all other parameters are normal, is used to test the hypotheses, Pearson correlation coefficient. To measure the amount and intensity of the relationship between two variables, Pearson correlation test method is used That its output using SPSS 20 software are as follows:

The main hypothesis 1:

H.: Automation and effectiveness of staff between branches of Bank Refah There was no significant Golestan province.

H1: the automation and effectiveness of staff welfare bank branches in Golestan province have a significant relationship.

Table 1 shows the correlation between office and effectiveness

Effectiveness	Automation		
0/789**	1	Correlation Pearson	Automation
0/000		Significance level	
180	180	Number	
1	·0/789**	Correlation Pearson	Effectiveness
	0/000	Significance level	
180	180	Number	

Consequently hypothesis:

According to Table 4-6 $789/0 = r$ is the correlation that due to the significant level of $000 / 0sig =$ and this value is less than $(1\% \alpha =)$ means $(sig < \alpha)$ we can conclude that H. rejected and 1H assumption has been confirmed that it can be concluded that the confidence level of 99 percent between automation And effectiveness of staff welfare bank

branches in Golestan province there is a significant positive relationship.

secondary research hypotheses:

Hypothesis 1:

H.: bank branches between the goals and effectiveness of staff welfare Golestan province, there is no correlation.

H1: between the goals and effectiveness of staff welfare bank branches in Golestan province have a significant relationship.

Table 2 The correlation between the goals and effectiveness

Effectiveness	goals		
0/759	1	Correlation Pearson	goals
0/000		Significance level	
180	180	Number	
1	·0/759	Correlation Pearson	Effectiveness
	0/000	Significance level	
180	180	Number	

Consequently hypothesis:

According to Table 4-7, the correlation $759 / 0r =$ is due to the significance level of $000 / 0sig =$ and this value is less than $(1\% \alpha =)$ means $(sig < \alpha)$ we can conclude that H. rejected and 1H assumption has been confirmed that it can be concluded that the 99% confidence level between the goals and The effectiveness of staff welfare bank branches in Golestan province is a significant positive relationship.

Hypothesis 2:

H.: decide between the quality and effectiveness of staff welfare Golestan province There was no significant bank branches.

H1: the quality of decision-making and effectiveness of staff welfare bank branches in Golestan province have a significant relationship.

Table 3 The correlation between the quality and effectiveness of decision-making

Effectiveness	Quality decision-making		
0/572**	1	Correlation Pearson	Quality decision-making
0/000		Significance level	
180	180	Number	
1	0/572**	Correlation Pearson	Effectiveness
	0/000	Significance level	
180	180	Number	

Consequently hypothesis:

According to Table 4-8, the correlation $572 / 0r =$ is due to the significance level of $000 / 0sig =$ and this value is less than $(1\% \alpha =)$ means $(sig < \alpha)$ we can conclude that H. rejected and 1H assumption has been confirmed by the 99% confidence level can be concluded that the quality of decision-making and effectiveness of staff welfare bank

branches in Golestan province there is a significant positive relationship.

Hypothesis 3:

H.: Analysis of the quality and effectiveness of staff welfare Golestan province There was no significant bank branches.

H1: the quality and effectiveness of staff analysis of bank branches there is a significant welfare Golestan province.

Table 4- analyze the correlation between the quality and effectiveness

Effectiveness	Quality analyze		
0/581**	1	Correlation Pearson	Quality analyze
0/000		Significance level	
180	180	Number	
1	0/581**	Correlation Pearson	Effectiveness
	0/000	Significance level	
180	180	Number	

Consequently hypothesis:

According to Table 4-9, the correlation $581 / 0r =$ is due to the significance level of $003 / 0sig =$ and this value is less than $(1\% \alpha =)$ means $(sig < \alpha)$ we can conclude that H. rejected and assuming the approved 1H That is, it can be concluded that the level was 99% between quality analysis and effectiveness of employee well-being of bank branches in Golestan province there is a significant positive relationship.

Hypothesis 4:

H.: entry of new ideas and effectiveness of staff between branches of Bank Refah There was no significant Golestan province.

H1: the arrival of new ideas and effectiveness of staff welfare bank branches in Golestan province have a significant relationship.

Table 5- correlation between the arrival of new ideas and Effectiveness

Effectiveness	arrival of new ideas		
0/212**	1	Correlation Pearson	arrival of new ideas
0/004		Significance level	
180	180	Number	
1	0/212**	Correlation Pearson	Effectiveness
	./...	Significance level	
180	180	Number	

Consequently hypothesis:

In accordance with the correlation table $212/0 r = 4.10$ is due to the significance level of $000 / 0sig =$ and this value is less than $(1\% \alpha =)$ means $(sig < \alpha)$ we can conclude that H. rejected and 1H assumption has been confirmed by the 99% confidence level can be concluded that the entry of new ideas And effectiveness of staff welfare bank branches in Golestan province there is a significant positive relationship.

5 sub-hypothesis:

H.: accountability and effectiveness of staff between branches of Bank Refah There was no significant Golestan province.

H1: the accountability and effectiveness of staff welfare bank branches in Golestan province have a significant relationship.

Table 6- correlation between accountability and efficiency

Effectiveness	responsiveness		
0/516**	1	Correlation Pearson	responsiveness
0/000		Significance level	
180	180	Number	
1	0/516**	Correlation Pearson	Effectiveness
	0/000	Significance level	
180	180	Number	

Consequently hypothesis:

In accordance with the correlation table 516/0 $r = 4.11$ is due to the significance level of 000 / 0sig = and this value is less than ($1\% \alpha =$) means ($\text{sig} < \alpha$) we can conclude that H. rejected and 1H assumption has been confirmed that it can be concluded that the 99% confidence level among students and The effectiveness of staff welfare bank branches in Golestan province is a significant positive relationship.

Hypothesis 6:

H.: amend the processor and effectiveness of staff between branches of Bank Refah There was no significant Golestan province.

H1: the reform of the processor and effectiveness of staff welfare bank branches in Golestan province have a significant relationship.

Table 7- correlation between the processor and the effectiveness of reform

Effectiveness	Modified Processors		
0/557**	1	Correlation Pearson	Modified Processors
0/000		Significance level	
180	180	Number	
1	0/557**	Correlation Pearson	Effectiveness
	0/000	Significance level	
180	180	Number	

Consequently hypothesis:

According to Table 557/0 $r = 4.12$, the correlation is due to the significance level of 000 / 0sig = and this value is less than ($1\% \alpha =$) means ($\text{sig} < \alpha$) we can conclude that H. rejected and 1H assumption has been confirmed that it can be concluded that the confidence level of 99 percent between reform and 1H assumption has been confirmed that it can be concluded that the confidence level of 99 percent between reform and The effectiveness of staff welfare bank branches in Golestan province is a significant positive relationship.

Conclusions and recommendations of the study:

The results of this study show that the effectiveness and automation of various aspects such as goals, decision quality, quality analysis, entry of new ideas, accountability and reform there is a processor. This means that whatever consequently increase the effectiveness of goals, Quality decision-making, quality analysis, entry of new ideas, accountability and correction processor also increases in staff, so automation is a key role in the effectiveness of employees and to this important Bank pay serious attention

to staff welfare in an efficient and powerful and rich in knowledge exist in the organization.

The study, however, be considered as comprehensive, substantive and procedural limitations in terms of both subject and time, unable to look at all sides of the issues and the different aspects to it. It is also not an exception so to do some research in line with this theme as well as its development, suggestions for future work are presented as follows:

1. Check the status of effectiveness, automation and capabilities of information technology in the public and governmental organizations.
- 2-doing research on other indicators and criteria of the effectiveness of Bank Refah Golestan Province.
3. the relationship between automation and IT capabilities and effectiveness in all the branches of Bank Refah Golestan Province.
- 4.The relationship between automation and IT capabilities in other organizations.

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