



Investigating the performance of staff members of environment organization of Sistan and Balochistan

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Original Article:

Received 17 May, 2018 Accepted 15 June, 2018 Published 30 June, 2018

ABSTRACT

This study aimed to evaluate the performance of the environmental management Sistan and Baluchistan province. Given that the most important factor in any organization's management to evaluate performance and factors affecting productivity beyond. The research was descriptive and from the viewpoints of 200 managers, supervisors and experts with a standard questionnaire EFQM and with considerable validity and Cronbach's alpha reliability coefficient and then with me T-Test and collected survey data and their analysis, the results presented in the study, the results showed a descriptive study management received good scores.

Keyword:

*performance evaluation,
empowerment,
management*

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Peer review under responsibility of **UCT Journal of Management and Accounting Studies**

1. Introduction:

Today, there are severe environmental changes, such as accelerating global competition, inefficient manufacturing and service organizations, the emergence of new technologies, globalization and intense attention of customers and clients and the goal of quality, all indicate that the organization and management of remained steady in the past years will not implement. In the new era of conflict and contradictions in the words of Charles Indian abundance, organizations are faced with numerous problems and in achieving their goals and missions have trouble. (India, 1374, p. 44). Therefore, organizations should continue to determine your current location and the methods and models to assess the current activities to benefit the organization. An evaluation of the organization should be able to provide organizational goals at any moment. The organization's position in relation to the specific environment, also demonstrates the effectiveness of all activities in the organization are made.

2. Methodology

The most basic and fundamental question relating to evaluation of the staffs performance is that how is the staffs current performance compared with the ideal performance. Second, which strategy should be employed to increase the gap between staffs current performance and their ideal performance? Third which models can decrease the gap between staffs current performance and their ideal performance? Basically performance evaluation, and reviewing the methods and strategies are the necessities of management. Accessing the goal is not fulfilled or acquired without evaluation, and reviewing the methods. So the head of organizations cannot present their policies without considering the future goals. Result and documents reveals that nowadays different organization and institutes have different problem that leads to inefficiency of production in that

3. Necessity and importance of the research subject

Evaluating the organizations performance in a comprehensive and reliable method is an important problem of the customers and managers. Performance evaluation can leads to awareness of the rate of achievement and Performance improvement and at the same time the motivation and required opportunity will be found for the quality improvement. Performance evaluation also leads to stimulation of the sense of curiosity and challenges in the value of the presented activities. In addition, Performance evaluation leads to automation of the organizations activities and performance and reinforcing other for doing valid and satisfied behavior (jafari moghadam, 1385).

Performance evaluation can have feedbacks that include:

- 1-collecting information concerning the current organizational situation and determine that in which step of gaining goals organization
- 2-finding the the strategies which leads to better performance and te programs which are necessary
- 3-contriling the efficiency of program and organizations activity, and finding the problems opportunities and limitations

The number of persons in every program and the rate of staffs and managers cooperation rate in approved programs

3.1 Research goal

Evaluating performance of the environmental management of Sistan and Baluchestan

3.2 Research question

How is the performance of management of environment organization of Sistan and Balochestan

3.3 Research literature

Nazari(2006) investigate five factor in the field of activation of EFQM, and humanistic factors of staffs domain which shows that all sub variable of staffs domain were under the standards. It shows that investing and programing in this field is necessary. In addition the results of this research show that programming and managing staff members has the lowest attention among other variables (29.3). These results imply some problems in the managing system of Iran. But there was a relative success in other domain concerning EFQM model

The result of Akbariyan(2007) M.A thesis entitled evaluating the performance of national service company dependent to Iran's Meli bank on the basis of EFQM , BSC model shows that had a relative success in the four field of management, programming, commercial cooperation and resources. In addition researchers employed BSC model for evaluating the company's performance within the years of 81 till 84

3.4 Research method

The research method in this study was descriptive

Population and statistical sampling

Statistical Population of this research was all managers, and staff members of environmental organization and customers referring to environmental organization which were totally 250 people that their job and profession and skills were relating to principle and contents of EFQM model. So, 210 people were selected as samples.

3.5 Research domain

1-subject domain

Performance of management in environment organization

2-place domain

Place domain of this research was environment organization of Sistan and Balochestan

2-time domain

2014 year with emphasis on Performance of staff members in environment organization of Sistan and Balochestan

4. Data analysis

Changing the status of "management or leadership" in the EFQM model in the environment like?

Given that the standard of "leadership" in the questionnaire with 5 questions. These questions have a range of choice and the highest scores of the respondents to each question, the 4 to give the highest rating, in which case the maximum points for the criteria "results of operations" 20 is the average score of 10, which is used as an indicator of comparison, two short responses and responses against average and higher than the average split.

The result of two sentence test in relation to situation of management variable in EFQM model

significancy		Observer ratio	(N)	Score rating	variable
.000		0.012	26	The score lesser or equal to ≤ 1.0	staffs result model
		0.088	184	The score higher or equal to ≥ 1.0	

As can be seen in the significant number of level of 5 percent is calculated that this means less than average proportion of responses and responses do not equal more than the average of the ratios obtained by results show that the :

The ratio of 88%, higher than the average standard "leadership" in the EFQM model in the environment is in good condition and only 12% less than average.

5. Conclusion

The impact of "the leadership criterion" on environmental performance, we can say that in the area of leadership excellence model EFQM, the environment, the views of participants were successful. In fact, the results in this field according to the data and analysis the analysis, 88 percent higher than average and was in a satisfactory condition.

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