The Role of Islamic Culture in the Empowerment of Staff

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ABSTRACT

Islam places great value for occupation and work in such a way that the work is the great worship and a means of nearness to God. Human capital factor productivity and the great advantage any organization, the assets, through knowledge, experience and self-motivated, empowered and empowering potential free agent this power. Following this research is that the role of Islamic culture in the empowerment of staff. This study of the correlation of the square of the field survey and the nature of the application and the time period is. The study population consisted of Isfahan is total of 700 officers are stationed in the Isfahan city. The sample size in this study is based on Morgan 200. For use of data analysis software SPSS Amos x-ray results show that Islamic culture has a positive and significant effect on employee empowerment.

1. Introduction

Blanchard (1995) has outlined a three-step process of empowerment in Ast.1- sharing information that allows employees to recognize the situations and analyze them. Information sharing with trust in the organization, breaking the traditional hierarchical thinking begins and thereby increases the responsibility of staff. 2 - The autonomy and independence of working across organizational boundaries: the boundaries of the destination (as you do), values (what is your action), imagination (What is your vision of the future), goals (what is, When, where, how and Why you do), roles (you are) and the organizational structure (how the work you do is sustained). 3 alternatives to their teams rather than battalion hierarchy: if a group of people with specific responsibilities for work and production processes are selected, from start to finish planning and running everything as equal and fair management and responsibility are shared. The advantage of the bootstrap to provide job satisfaction, attitude, commitment, better communication between employees and managers, more effective decision making processes, improve operations; reduce costs and limited organizational productivity (Blanchard, 1995). If a society based on religious teachings and values, and act as a source of salvation and the means of nearness to God is seen, islamic culture is one of the factors considered in this study reinforce and of course, the outcome of such thinking innovation, creativity and growth will be in general. Islam attaches great value to the work and workers. So the work of the great worship and a means of nearness to the Lord counted. Workers and workers' living martyr in Islam Anbyast jobs and the way business can be reached to heaven. Quran says and knows the value of working with (not for humans, do not reflect the actions and reactions, then the reward will be more complete),

on the other hand sloth and indolence attributes that are in the religious literature of hatred the condemned cell, it is obligatory in Islam as a religious order (Ashaghi, 2010). The Islamic vision, conscious beings possess free will, purpose, integrity and responsible atmosphere, which forms the main axis of social, cultural, and economic efforts. In line with this vision and belief, Islam is a monotheistic belief that the demands of the world, playing a role in the conduct of economic and productive activities increases. Because not only against himself but against God and his creatures, he is also responsible and trustee Elahi on earth knows. Hence their efforts to reform and prosperity of the world are obliged to comply. On the other hand, the human belief in the principles of Islam leads to the foot of a healthy economy in society (Ashaghi, 2010).

Significance or importance of creating an enabling today's organizations affected Upheaval and years of experience in the field have concluded that if they want to compete, they must be skilled fresh, creative and motivated to do. Human capital factor productivity is a big advantage for any organization. These assets, through knowledge, experience and self-motivated, empowered and empowering potential free agent are powered. Enabling programs that are significant because they allow the organization to act as a creative and innovative way and work programs presented in such a way that they always maintain their position at best. As the experts and scholars agree that employees in sales, service, productivity, quality and profit are the key factors and the most important source of competitive advantage in organizations, committed employees, are motivated and conscientious. The empowerment of staff on how to works and rely less on manager training as a function of enabling the authority, resources and responsibilities. This means that not only provide employees need, but adequate training, funding, and information required to be

responsible for their decisions and addressed. That's why the best strategy for most organizations meets the needs and challenges of the empowerment of employees.

2. Empowerment in the old and new organization

In large organizations, which are known to bureaucratic organizations, employees rarely are empowered, they feel the love and the desire to do a good job to have been lost. Such is the ruling hierarchy of the organization, procedures, and rules have been set, only the power of iodine employees rather than use their brains, power is concentrated at the top and bottom lines of NATO. In this regard, Drucker (1998) argues that traditional organizations uniformly controlled and machine work, managers in these organizations exert more control over personnel, issued the necessary orders and determines how tasks are performed. In such circumstances, the employee will be expected to abide by the rules and regulations and practices are standardized. Each person has a specific task to be responsible. But in the new job, employees must be flexible, self-directed, entrepreneurial, more responsible, and creative and have the freedom to act. Organizational structure and management style must change to occur, so that all staff involved in the decision process, working groups will be formed, subordinates delegate more authority and organizational structure of the network, replacing the hierarchical structure is hierarchical. Under such circumstances, organizations must be more alive, more dynamic, more flexible and more focus managers' interests and opinions of their employees. Drucker believes that with the staff in the last two centuries, the twentieth century was an era of labor productivity, but users of this century is the era of knowledge-intensive tasks. The most valuable asset of an organization over the past century, but now the principal means of production, employees (knowledge workers) are. Therefore these organizations are looking for rapid changes, inevitably reflection techniques, patterns and their thoughts about their staff. Considering the interaction between employee characteristics and environmental requirements, organizations have to be quite far from the current situation to the new situation on them. The difference between the traditional and the new organization should be acknowledged that traditional organizations, people just need to do the job, there are not questioned. Usually people have the mindset that "I'm doing my job"; but the new work environment, employees need to be able to make decisions, offer new solutions to problems, be creative, be responsible for the results of their own and their organizations have the attitude that "it I have my own. "

3. Types of Empowerment

Empowerment is both personal and excellent: Empowerment of employee and empowerment especial for high level executives. A personal empowerment: in this case, employees can get the skills without the direct participation of the supervisor, work. So that one is able to adjust its behavior to the new conditions, the performance is accountable for his decision. (B) Higher Empowerment (organization): This is an executive level; they are able to develop their overall business plans. Decide what to be done, by whom and how? At this stage, leadership skills can be applied to employees who have successfully passed empowering the individual to teach. The research was inspired by Yahya (2004), focuses on four factors that are directly associated impact on employee empowerment and the competitive environment, organizations need to pay particular attention to meet the rapidly changing and high quality, and in addition to employee satisfaction, customer satisfaction and provide references.

In this regard, Robbins (2002) believes that a sense of control over things and activities, awareness of the tissues and structures where work is done, responsibility and accountability in the work, share the responsibility for implementing activities organizational fairness in giving bonuses based on individual and team performance, leading to improved productivity and employee empowerment. In the meantime, Robbins & Associates, integrated framework to elucidate the role of subject variables, environmental, cognitive and behavioral processes of empowerment offered, in the process, the relationship between organizational structure and work environment factors (infrastructure, human resources, and management practices) is effective.

3.1.Empowerment strategies

The task Organization leader is to provide facilities to implement empowerment strategies. This strategy directly or indirectly causes a change in employees' attitudes and behavior and provides the basis for the training of experts and empowers them. Given the purpose and philosophy of the organization, organizational features and their roles can be used to implement a variety of strategies.

3.2.Strategies of problem solving skills

Problem solving can be used to empower employees at the individual level, between the individual and the group, as a necessary step to change undesirable situations, be considered. In this strategy, personnel problems based on the content of the stories that formed in a collaborative environment to identify and fix. The first group aims to summarize the problem. To achieve the goals of the problem, follow these steps: the identification of the problem, choose one of the important problems of selecting the target for problem solving, creative thinking to solve problems, achieve goals, identify References, in order to help achieve the goal.

3.4.Skills training and support resource mobilization strategy

Associated support equipment and References to assure its employees. Hope, three types of support in this area has brought the support of self-management support and legal protection of the individual person. Organization can be through writing, speaking or lecturing an individual legislator or political group of support to promote organization. When employees understand the organization References are available to support their individual progress in this direction is necessary, enabling a high-speed, and acceleration is carried out.

4.The highest degree of empowerment

The highest degree of empowerment is delegation. The realization process of delegating decision-making authority to employees is the distribution of power. Delegating style is always to reduce the burden of busy executives and managers while also increasing the ability to make decisions is recommended. (Moslehi and Smvy, 2012]

5.The concept of culture

Culture as a technical term in the writings of anthropologists in the mid-nineteenth century entered. When speaking of culture comes in, what method or how the objectification of the subject is clear. How to act or behave in a certain territory, rooted in the beliefs, values, knowledge, skills, and overall acceptance of those shared by members of a society or group. Given the above it can be said that culture is a set of beliefs, ideas and seeps throughout the history of human thought, which underlie and sustain growth and human excellence and unique identity for him. Common culture and set of sets and backgrounds Tbadlpzyr human societies and is also one of the most complex and capital Abhamtryn concepts as transmitted from one generation to another investigation.

6. Types and methods

The study of the nature and objective of the present study is that the survey is done. Applied research aims to develop practical knowledge in a particular field, in other words, to applied research driven by scientific knowledge. The researchers plan to determine the role of Islamic culture in the empowerment of Isfahan its personnel, is a descriptive study. How to collect data through questionnaires and attended the Army Staff researcher carried out.

6.1.The population

The population of the study consisted of personnel who served in the area of Isfahan their business. The purpose of this study includes all officers and employees are located in of Isfahan 700 people are working on the basis of statistics based on the population of the study was considered equal to 700.

6.2.Sample and sampling method

Stratified random sample based on Table krejcie and Morgan (Rahimi, 2002) is estimated sample size of 200.

6.3.Data collection

Data collection in this study was a questionnaire, part of which includes individual and job characteristics are the subject. Age, sex, level of education and experience are nothing but a bunch of variables to fit the relationship between the subject and the research objectives are questioned.

6.4.Questionnaire

1 Spearman's empowerment questionnaire its validity is confirmed by the teachers. Validity was assessed by Cronbach's alpha test results indicated that the validity and reliability of 0.911 the Kendall coefficient of 0.89 calculated.

2 Because of the lack of a standard questionnaire on Islamic culture of the questionnaire were used to collect data validity and reliability is as follows:

6.5.Validity

To assess the face validity of the questionnaire, together with an evaluation form was distributed among 10 professors associated with strings after collecting the questionnaires and face validity of the amendments were approved Kendall's coefficient was used to assess the content validity of the technique after calculating the content validity of 0.87 is calculated and approved.

6.5.Reliability

Cronbach's alpha was used to test reliability 0.859 reliability was calculated to be approved.

6.7.Data collection

Researcher after receiving a referral from the Islamic Azad University to gather information of personnel to visit places of interest and submit a report and with the help of two friends to the questionnaire distributed and collect them, because of its size desired location in your data collection period of 30 days, the (fifteenth fifteenth June to fifteenth August) has done. Researcher Series 300 questionnaires distributed among personnel, a series of questionnaires collected was 260 and 260 of the 200 questionnaires were filled in completely and correctly based on the sampling table is valid and Morgan krejcie finally, 200 questionnaires were used for statistical analysis.

6.10.Statistical Methods

After collecting the data, descriptive and inferential statistical methods were used to analyze the data. Descriptive statistics of central tendency in statistics (mean, median and mode), dispersion (standard deviation), frequency distribution tables and percentages used and inferential statistics of exploratory and confirmatory factor analyzes were used to assess the validity of research and structural equation modeling to test hypotheses in the form of regression models and factor models using graphics software AMOS (AMOS version 21) was used.

6.8.The research findings

Describe the sample in terms of the variables

Table 1: Distribution of study population by age groups

Age	Frequency	Percent
22 to 24 years	38	19
25 to 27 years	73	36.5
28 to 39 years	89	44.5
Total	180	100

Mean age = 51.27, SD = 42.3

In terms of age distribution in the sample, the age groups 28 to 39 years with a 44.5% of the age group 25 to 27 years with a 36.5% of the sample volume into account. Age group 22 to 24 years has been less than exemplary. While the average age of 27.51 with a standard deviation equal to 42.33.42 ± is.

Distribution of Respondents by Education Level

Table 2: Distribution of the sample according to education level

Variable	Percent	Frequency
MA	6	12
Bachelor	94	188
Total	100	200

In terms of education, more than 90% of people with master's level education and only 6 percent are in graduate education.

7.Hypothesis

Islamic culture based on empowerment is positive. To test the significance of each parameter according to the standardized coefficients in the structural equation (4-5) is important. The correlation coefficient values for the standard binary (between two variables) and to compare the effects of model components used and the higher the ratio the more effective means of independent variables on the dependent variable. And determine the significance of a coefficient is significant at the 95 percent confidence level is smaller than 0.05. Structural equation modeling to test hypotheses and calculations show that the observed value for the relationship between Islamic culture and empowerment statistically significant difference in the amount of zero. In other words, we can conclude that the effect (relationship) observed in the data sample simply due to random sampling error was grown and can be reached by at least 95% of the population studied in Islamic Cultures and there is a positive relationship and empowerment. Accordingly, we can conclude that the work culture in the organization exceeds the rate will increase empowerment. Thus, the null hypothesis is rejected and the research hypothesis is confirmed by at least 95%.

Table 3: Coefficient significant level of standards and values associated with the main hypothesis

Significance level	Standardized coefficients	Track	Hypothesis
0.004	0.12	Islamic culture---- staff Empowerment	main

8. Discussion and conclusions:

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Work culture is mental understanding of the world of and values of a society in which people are working. Work culture values that are members of a particular group, it will follow the norms and material goods are produced. Culture can work on three basic elements of cognitive, emotional and behavioral factors considered. The cognitive component of subjective meaning motivated person for the job. Also, culture can be categorized in two dimensions: mental and behavioral disorders: mental culture, in the broad sense it implies and including the meaning and value of work, which is usually based on religious teachings of Islam have been built [in person, but the commitment of individual behavior plans (Akbari and Ardeshiri, 2007: 183). If a society based on religious teachings and values, and act as a source of salvation and the means of nearness to God is seen, Islamic culture is one of the factors considered in this study reinforce and of course, the outcome of such thinking innovation, creativity and growth will be in general. Today's organizations affected by the sudden change and many years of experience have come to the conclusion, if they are in competition leading to a staffing specialist, creative and motivated to do. Human capital, productivity of any organization is a big advantage. These assets, through knowledge, experience and self-motivated, have inherent powers the power of freedom and empower employees on how to work and less reliance are the Director, empowerment as a function of the authority, resources and responsibilities. This means that not only provide employees need, but adequate training, funding, and information is essential to responsible and accountable for their decisions. That's why in most organizations, the best strategy to meet the needs and challenges, empowering employees. Empowerment is the process of empowering the people. This process helps people to improve their confidence overcome the sense of powerlessness and helplessness, and of the means to mobilize people's inner motivations. Hence, the main objective of this study was to examine the role of Islamic culture in the empowerment of employees. The research of personnel stationed in the stratified random sampling of 200 officers was selected. Standard capabilities include Inventory Mishra gauges with five dimensions, as well as a questionnaire with two cultures (mental and spiritual commitment and motivation to work). Finally, after collecting research data using structural equation modeling software to test the hypotheses were analyzed. Results show that in both descriptive and inferential statistics: Most of the subjects in the age group 28-39 years (44.5%) and least frequent in the age group of 22- 24 years (19 percent) are located. Also, at the higher education level of the respondents have a bachelor's degree (94 percent), and other Bachelors Masters (6%) patients. Most people complete the questionnaire a second lieutenant (39 percent) and the least individuals with Captain (26%) patients. In addition, more people have jobs Battalion Commander (85%) and the lowest occupational group for the preparations (5.1 percent).

9.The results of the inference
9.1.Hypothesis
Islamic culture has a positive effect on the ability of personnel stationed in the city. Structural equation modeling to test hypotheses and calculations show that the observed value (0.12 = (for the relationship between Islamic culture and empowerment statistically significant difference in the amount of zero. In other words, we can conclude that the effect (relationship) observed in the data sample is not simply due to random sampling error has grown and can be reached by at least 95% of the population studied in the Islamic culture and empowerment are positively correlated. Accordingly, we can conclude Islamic culture in the organization is that the higher the level of empowerment will also increase. Thus, the null hypothesis is rejected and the research hypothesis is confirmed by at least 95%. Structural equation model test the hypothesis that the

calculation of the value observed for the relationship between Islamic culture and empowerment statistically significant difference in the amount of zero. In other words, we can conclude that the effect (relationship) observed in the data sample has grown simply due to random sampling error not and can be reached by at least 95% of the population studied in the Islamic culture and empowerment are positively correlated. Accordingly, we can conclude that the work culture in the organization exceeds the rate will increase empowerment. Thus, the null hypothesis is rejected and the research hypothesis is confirmed by at least 95%. These findings are typically research findings of Akbari and Ardeshiri (1994) is consistent. They believe that members of our society, with its intellectual context of their national and religious identity arises welcoming talented high capacity and performance of its business activities, but when placed in the context of the organizational context, the talent is not only not used, it means doing the appropriate action to be taken away from them. In their view, mainly the culture of the social system's empowerment is necessary for the stimulation of human resources at the service of sustainable development. And in this context, and given a national identity and religion in Islamic society can be, the greater empowerment of the stationed in Islamic culture reinforces shade.

10.Conclusion:
The results of this study suggest that Islamic culture in the based in the city;The two dimensions of commitment (consciousness) and mental and moral motives of labor is indivisible. Results showed that the mean mental and spiritual dimensions of Islamic culture and work motivation in any of the items above average and well above average commitment after Islamic culture work. This means that based on a sample of potential employees need to do their work. In fact, it has been implicitly representing orientation, mental and spiritual motivation on a high, positive work culture in the minds of their subjects. On the other hand, the lower the average dimensions of commitment (conscientiousness), among respondents working prototype was compared to the mental and spiritual motives, this could indicate that "members of our society, with its intellectual context of their national and religious identity arises, talent and high ability in the performance of their business activities are welcome. In their view, mainly the culture of the social system's empowerment is necessary for the stimulation of human resources at the service of sustainable development. And in this context, and given the benefit of national and religious identity. And in this context, and given the benefit of national and religious identity. People in the Islamic community can be further empowerment in the context of organizations will be strengthened in the light of Islamic culture '(Akbary and Ardeshiri, 1994, 208). Also, it should be stressed that the factors at work, devotion to the duties and responsibilities in a logical and consistent and enjoyable at the same time provide and satisfy the needs and desires of the emotional, spiritual, hobby and provides their employees, their symbolic aspect of the valuation for the workforce. Thus, the condition should provide a work environment where each employee cans actually human needs and family and the talent and ingenuity of their personality, conscious efforts are typically and through the promotion of Islamic culture and the promotion of empowerment in different aspects of working conditions. Due to the increasingly vital role in modern societies, the expectations of communities, particularly communities and adhere to Islamic values and Islamic culture in general [organizations like Iran have also increased. As a result, consideration of these values which are rooted in Islamic culture [in managing organizations as well as managing human resources [can lead to great problems for the organization. The neglect of these issues, organizations and lack of ethics on the legitimacy of the organization and its activities, it can raise and thus affect the profitability and organizational success (Hassani et al, 2012: 27). Because of staff and manpower in any organization, including the organization's main assets are the

sacred Islamic Republic of Iran Army, due to its moral qualities, the demands of work and social life as well as creativity, empowerment and the overall potential of the area in the light of Islamic culture, should be of primary concern to senior responsible; because of the importance of their role in furthering the organization's objectives and functions. And their impact on service delivery and performance will meet the expectations, ignore the inevitable and, in fact, is a form of negligence. Staff of the capabilities of units as a result of rationalization of their potential in the workplace to acquire, Finally, in any meaningful sense of their jobs, as well as a sense of competence and effectiveness in achieving their career, decisions are committed to agency and to collaborate with others in implementing decisions and act in line with organizational goals. As a result, it appears that increased levels of Islamic culture in both dimensions, thereby increasing the level of empowerment, and positive outcomes such as increased job satisfaction, reduced some of the challenges in the workplace and the organization.... this can be seen as an opportunity for organizations. Based on the foregoing, the following are recommended as practical solutions to increase the level of empowerment:

11. Suggestions

Officers training practices in ways that further their participation in the learning process is emphasized. Administrators and officers who have received training and education Bqvlannd entrusting the hands with reference to Islamic culture, the strength of the trust account, and that a subset of employees, they can grow on their own and their organizations provide opportunities to address key issues. Strengthen religious attitudes of employees through their trust in religious institutions. To promote ethics and working culture of health personnel, soul and body be organization to provide an appropriate and productive working atmosphere. Administrators are advised to look for jobs in an organization with a positive outlook that people have the impression that their job is meaningful. The choice of individual employees in their work, that is, rather than being forced to engage in work or to give it, freely and willingly do it which makes sense in their merit and choice. The use of collaborative management practices causing community spirit and involvement in the business and improves the work culture; we recommend the lower ranks of the comments on the decision to use.

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