



Study for the quality of career promotion and empowering the staff of Iran Khodroo Co. by using of “IT”

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ABSTRACT

Appearing of Information & Communication Technology (IT), is one of the vital changing in the late of 20th century. As we know, “IT“ is one of the important subject in empowering of today societies. The aim of this searching focuses on determining in “IT“ utilization for improving the staff occupation and fundamental responsibility. Learning of imperative skills in “IT” and reporting it to the managers & clerks is inevitable for empowering their duties. In this report, we will show that empowerment means to bring about freedom & information to do the careers successfully on their own not by forcing our opinion or our requesting and encourage establishments to find out environmental motivation to empower their staff as “impacting of IT on occupational environments”. Then we will divide these information as an important factor which have been described in theoretician speech. By understanding this topic, the more information of staff about company and how to do their duties, the better decisions for having responsibilities for their tasks will appear. In their research, first, we are going to investigate for the degree to utilize “IT” in organizations and after being sure of using it, we will reveal the effects of it on empowering staff by including these contents: (a) Granting the power of responsibilities (11%); (b) Occupation controlling (0/000); (c) Chance for independence (0/000); (d) Free situations for making decisions (0/002); (e) Well-being skills & utilizing of it (0/000); (f) Personnel sharing in their occupational fate (0/000); (g) To rich a human resource potential (0/000).

Keywords: “IT” information & communication Technology; Empowering; Tehran Iran Khodroo co. Ltd; staff; analyzing of data

1. INTRODUCTION

One of the most meritorious entries for establishments, is information. A pair of valuable information cause to increase confidence and constancy of human sources, but less information makes a decreasing part of confidence factor and resoluteness. Today, the existing data in organizations are collected, processed and kept by “IT”. Formerly, information was recorded on documents & master pieces, thus, it could be appeared in one location and was available for a particular person because in that time, data and assets were a kind of limitation, but nowadays, “IT” has removed this boundary and solved this problem. (Hemrochampi, No 4833, page 484). For so much, the successful function of companies is guaranteed by managing duties contained in programming, leading & controlling, and we must report this to the management & as a result, it shows that development of information tools & business organizations without the necessary skills in the field of application of “IT” as well as notification to employees and managers , is impossible (of course it is suitable for their abilities). (Estoner, Friman No 4833, page 4831). Scientists and management theorists have an agreement to utilize an appropriate usage of “IT” which increases the efficiency of the staff & management in organizations. Resulting in clearer responsibility & accountability for employees and managers to facilitate and provide better service. Fundamental changes in the nature and using of information technology in some emerging countries are caused by changing their attitude and increasing their job skills. Empowerment is a key strategy for development organizations to comply with external changes and is added as a main object of organizations. So the usage of it, is spreading out in companies speedily now. On the other hand, today, organizations that have used information technology, growing progress in the companies and capabilities of staff. For Searching “IT” & the communication of it with staff empowerment, we have used a particular questionnaire.

2. RESEARCH OBJECTIVES

The main objectives of the study is to determine the role of “IT” in the organization more efficient and effective by enabling staff. For reaching the main objective we must understand small parts of secondary goals. Secondary objectives for the study are as follows:

- 1) Determining the relationship between information technology and empowering responsibility for Teh. Iran Khodroo company’s staff.
- 2) Determining the relationship between information technology and inform the employees and managers more authority to make decisions for Teh. Iran Khodroo company’s staff.
- 3) Determining the relationship between information technology and doing some activities and more control over jobs for the staff.
- 4) Determining the relationship between information technology and make much more opportunities for independence of work.
- 5) Determining the relationship between information technology and usage of skills among the staff.

- 6) Determining the relationship between information technology and share them to know their occupation's fate.
- 7) Determining the relationship between information technology and richen potential of human resources for the good of their interests & organizations.

In this study, we will research about the role of "IT" and the effects of its usage for empowering staff and application of "IT" in organizations and of course what extent could empower employees to provide them.

Locational territory research is about Teh. Iran Khodroo co. Ltd which started since March of 2015 and try to finish it by the end of October in this year.

Definition of conceptual words

- 1) Empowering responsibility: It means giving the responsibilities to low level staff to utilize of their knowledge, skills, experience and motivation for leading organizations targets.
- 2) Responsibility for making decisions: the systematic staff has a particular right in the different parts of organizational decisions, so we are not able to ignore that this sort of decisions, as a different way, effect on staff and citizen's lives, and in this respect, we must give them the right to take part in making decisions and determine their career's fate (Zargar No 1382, page 30).
- 3) Occupations controlling: Having tendency for taking part in making decisions, determining goals and doing the responsibility in self-determination, and without others care are closely connected together (Abdollahi No 1385, page 45).
- 4) Opportunity for having independence of job: Having independence of career needs taking part in making decisions freely which causes for staff duties and using force in controlling the positions of job, independence of occupation, giving clear idea and having the rights to vote are noted as a good chance.
- 5) Improvement and utilization of skills: Improvement of function means to rise productions, have a nice efficiency of career, grow qualification, reduce payments, etc. (Veten & Cameron No 1387 page 26).
- 6) The share of staff in their professional self-determination: Escot and Zhafe reported (1999), in new establishments, the leader must provide an appropriate environment that allows each clerk can learn, educate, develop and share in the tasks of companies. In these situations, staff want to learn new methods and check their skills to be improved.
- 7) To richen potential of human resources: Richer user potential human resources requires that the organization has an effective performance evaluation system. As a real point, through this system that should be capable staff and has the ability and competence of overt or latent.

Definition and Conceptions of Empowering

In study of management literature and organization , we can divide their definitions into two parts:

- A) Empowerment as a delegation of authority
- B) Empowerment as motivation

Empowerment Dimensions

Empowerment has several dimensions that we will speak about 7 parts of it in the following:

- A) Giving responsibility power
- B) More options to employees to decision
- C) Jobs controlling
- D) Opportunity for independence of work
- E) Improvement and using of skills
- F) The share of staff in their professional self-determination
- G) To richen potential of human resources

The Importance of Empowerment in Organizations

Rapid environmental alterations threat the survival of many organizations. Global economy or regional finance forces in moving ahead, new media and “IT” ,universal consumers cultures, appearance cosmopolitan standards and possible sharing in payments are effective changes which are mentioned in modern establishments. The survival of many organizations is threatened by the lack of agreement with environmental changes. Ecological theory of evolution suggests that variable and uncertain environment, require many different organizations at the same time by high flexibility to change in the environment. (Henan & Freeman no 4939, page 93).

The Consequences of Empowerment

- 1) Wider Control Range
- 2) Reducing senior managers role in minor issues organization
- 3) High understanding of staff from all organizations missions
- 4) Concentrating on valuable things , organizations thesis and goals

Information Technology and relocation of power (Delegation of Power)

Using “IT” causes to increase knowledge and awareness of staff and also to rich occupations data. By considering to this sentence,“knowledge is a sort of skills” , we can claim that it is caused to have a professional controlling of staff on the establishments activities and if we accept “ the organizations which IT makes a kingdom area in it, their staff will have much more power and skills “, we can realize that the effective of “IT” on careers are considered by all of socialists who are sensitive a lot.

Undoubtedly, “IT” causes the most staff lose their jobs and unfortunately, because of having lack of skills, they are not attracted to suitable careers which are supported by “IT”. Organizations must have an appropriate strategy for teaching staff in future until they can match themselves with changes.

Historical Research

- 1) In 2004, Mr. Ahmad Mousavi who works in social security of Alborz province , researched in utilizing of “IT” for occupations empowering and as a result, using of

this system showed that the staff have been empowered completely because of using 95% of “IT” tasks in social security by managers and clerks.

- 2) In 2005, Mr. Reza Asgari started researching about how “IT” makes large establishments to small one safely and as a result, using of “IT” showed that organizations have been smaller now and there is a meaningful relation between “IT” and to dwindle in size.
- 3) In 1990, Alen started researching about the role of “IT” in institutes and various establishments and some results are followed like this: when a computer and “IT” are mixed together, this interactivity means “Informatics”. We know that “IT” is a total phrase that describes about how to save and moderate effective data.

Researching Methods

Occasionally in social science, it is used of descriptive researching. Descriptive researching are separated into categories survey, categories solidarity and categories comparative. In categories survey the responses of questionnaires and interviews are determined, collected and analyzed in a sample then offers for sample measurement is extended to the community. This study is a description-survey.

Estimating of social survey in Teh. Iran Khodroo staff in 2015 based on these following conditions:

- 1) Being official or employee of treaty
- 2) Being serviced in this year

Number of estimation social survey are about 425 that are shown in the following tables:

Table 1. Parameters measured in degrees.

Estimating Survey	High School Diploma	Diploma	Associate Degree	Bachelor of Degree	Master of Science
Numbers	47	30	120	200	28

Due to the limited size of population and possible availability of all members of society, we use of accidental systematic sample so that from two members of estimating social staff, one member is selected for estimating sample.

Hypothesis Testing

Analyzing was done in two levels of descriptive & inferential estimating. In descriptive statistic the specifications of staff will be analyzed and in inferential statistic, it is used of parametric tests by using a particular software of analyzing system (spss), having changeable

parameters, requiring information for testing thesis and considering to research data including normal distribution. And “F” test is used for comparing in independent sociality averages. Following tables are describing about researching theories tests completely.

First thesis: Using “IT” causes to give responsibility empowering to staff.

Table 2. The results of the relationship between “IT” and giving responsibility empowering to staff.

Meaningful Level	F	Mean Square	Freedom Degree	Total Square	Changing Resource
0/011	3/878	1/152	3	3/456	Inter group
		0/297	138	40/996	Inside group
			141	44/448	Total

F (Fisher) for testing in giving empowering is about 3/878 which means with freedom degree 3 per level 95%. Because meaningful level is measured about $\alpha = 0/011$. If the meaningful level is 05% or less, it is showing a meaningful test and it refuses H_0 thesis, so H_1 theory is accepted based on the relationship between dependant and independent variables. In here, there is a meaningful relationship between IT & giving empowering responsibility and it can be said that using this relative parts, named kind of thoughtful relation to give more force to staff to show their empowering.

Second thesis: Using “IT” causes to give more freedom to staff for making decisions in organizations.

Table 3. The result of the relationship between more freedom to staff for making decisions.

Meaningful level	F	Mean Square	Freedom Degree	Total Square	Changing Resource
0/000	11/894	3/916	3	11/747	Inter group
		0/328	138	45/432	Inside group
			141	57/179	Total

F (Fisher) for testing the same test has been about 11/894 which means with freedom degree 3 per level 95%. And meaningful level is measured about $\alpha = 0/000$. For this reason, because the meaningful level is less than 05%, so H_0 thesis is refused, and H_1 theory is accepted based on the relationship between dependant and independent variables. As a result, we can see there is a meaningful relationship between IT & more responsibilities and it can be said that using this relative part, is caused that this relationship will be appeared in companies.

Third thesis: using “IT” causes in increasing free opportunities for the staff of organizations.

Table 4. The result of the relationship between using “IT” and increasing free opportunities for the staff of organization.

Meaningful Level	F	Mean Square	Freedom Degree	Total Square	Changing Resource
0/000	15/468	4/130	3	12/391	Inter group
		0/267	138	36/849	Inside group
			141	49/240	Total

F (Fisher) for testing this statements has been about 15/468 which means with freedom degree 3 per level 95%. Because meaningful level is measured about $\alpha = 0/000$. According to the items that have been reported before, the meaningful level is less than 0.05%, so H_0 thesis is also refused and H_1 theory is also accepted based on the relationship between dependant and independent variables. So there is a meaningful relationship between “IT” and increasing free opportunity then it can be said that using of this relation will be able to spread out free independence of staff in organizations and establishments.

Fourth thesis: Using “IT” causes for increasing improvement and utilizing for organizations skills of staff.

Table 5. The result of the relationship between using of “IT”, improvement & utilizing organization skills of staff.

Meaningful level	F	Mean Square	Freedom Degree	Total Square	Changing Resource
0/000	9/965	4/308	3	12/923	Inter group

		0/432	138	59/656	Inside group
			141	72/580	Total

F (Fisher) for testing this statements has been about 9/965 which means with freedom degree 3 per level 95%, because meaningful level is measured about $\alpha = 0/000$. According to the items, because the meaningful level is less than 0.05%, so H_0 thesis is also refused here and H_1 theory is also accepted based on the relationship between “IT”, independence and freedom of staff occupations.

So it can be said that using of “IT” causes to improve and utilize of organization skills of staff in companies, establishments and official surgeries.

Fifth thesis: Using “IT” has been caused to increase sharing of staff in their fate determination in organizations.

Table 6. The result of the relationship between using of “IT” & sharing of staff in their fate determination in organizations.

Meaningful level	F	Mean Square	Freedom Degree	Total Square	Changing Resource
0/002	5/392	1/047	3	3/141	Inter group
		0/194	138	26/795	Inside group
			141	29/936	Total

F (Fisher) for testing this statements has been about 5/392 which means with freedom degree 3 per level 95%, because meaningful level is measured about $\alpha = 0/002$. So here, it is based on using the relationship between “IT” & sharing of staff in their fate determination in organizations.

So it can be said that using of “IT” is caused to share of clerks in determining of their professional fate in establishments.

Sixth thesis: Using “IT” has been caused to increase sharing of staff to richen their skills potential in organizations.

Table 7. The result of the relationship between using of “IT” & to richen their skills potential in organizations.

Meaningful level	F	Mean Square	Freedom Degree	Total Square	Changing Resource
0/000	13/536	4/414	3	13/242	Inter group
		0/326	138	45/002	Inside group
			141	58/244	Total

F (Fisher) for testing this statements has been about 13/536 which means with freedom degree 3 per level 95%, because meaningful level is measured about $\alpha = 0/000$. So again, in this theory, there is a meaningful relationship between “IT” & to richen the skills potential of staff and it can be said using of “IT” causes to richen their potential of careers in establishments and organizations.

Seventh thesis: Using “IT” has been caused to empower staff responsibility in organizations.

Table 7. The result of the relationship between using of “IT” & to richen their skills potential in organizations.

Meaningful level	F	Mean Square	Freedom Degree	Total Square	Changing Resource
0/000	13/536	4/414	3	13/242	Inter group
		0/326	138	45/002	Inside group
			141	58/244	Total

F (Fisher) for testing this statements has been about 8/524 which means with freedom degree 3 per level 95%, because meaningful level is measured about $\alpha = 0/000$. So again in here, in this theory, there is a meaningful relationship between “IT” & professional

improvement in the companies and it can be said using of “IT” causes to improve skills empowering of staff in establishments and organizations.

3. CONCLUSIONS

Although, in our country, it has been stepped so perfectly to use “IT” in several methods but it has been unknown, yet. If you manage to make a systematic effort to understand the organization’s goals, it is acceptably determined to reach the role of “IT” in organizations that we realized data in our establishments are not an organizational properties and not to be attended as a strategic way to make all decisions.

The new findings of this research reveals that the usage of “IT” in Teh. Iran khodroo company causes to grant empowering responsibility of staff, more options to staff for making decisions, jobs controlling, independence & freedom for clerks and improving and utilizing skills of staff. We know these items, have been taken part in determining the occupational fate of skills and richen work potential of clerks in establishments. According to the subjects which have been recorded above, it can be resulted that “IT” effects in all dimensions of companies clichés and all managers must pay more attention to “IT” contents which are relating to lead the effective works. Unless, they are sentenced to die. About effectiveness of “IT”, we can also say that, it has several opportunities & some threatening to societies. At last, people of societies are influenced by “IT” as the members of social life.

Practical Suggestions

We are showing some proposal executive about this theory. It is strongly recommended to managers to support completely new education of “IT” for all of data’s levels to have more understanding by techniques, new equipments of “IT” and also taking share of staff in determining professional fate. They are separated in following parts:

- 1) Providing absorption, saving and empowering the quality of human resources in establishments, by spreading out the methods of qualitative and quantitative expansion of educations for reason of granting responsibility empowerment, to managers, expert and users.
- 2) Providing of utilizing “IT” data to improve and using human skills in establishments.
- 3) It is so recommended to learn more about the role that technology can play in empowering staff, select new alternatives to do for it through the experiences of other organizations to learn about information technology to empower the staff of companies.
- 4) Having efforts to review, improve work methods and automating transition from the old methods of careers, doing works based on using the maximum of abilities and flexible “IT”.
- 5) Providing facilities and support innovation in the field of basic and applied research related to information technology with emphasizes on the priorities and needs of the organization in order to utilize more of the exciting facilities.

- 6) It is suggested that due to the rapid changes in information technology, continues optimization done in this regard.

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