The role of electronic human resource management on the structure engineering and the organizational performance improvement (case study of Masjid soleiman municipality)

Reza Najafian Shalal[1] and Mohammad Ghasemi[2*]

1- Assistant professor and faculty member of Management, University of Sistan and Balouchestan, Zahedan, Iran
2- Department of Accounting, Faculty of Accounting, Islamic Azad University, Zahedan Branch, Zahedan, Iran

Corresponding author: Mohammad Ghasemi

ABSTRACT: The purpose of this research is to investigate the relationship between electronically human resource management on the structural engineering and organization performance improvement (case study of Masjed soleiman municipality). The method of research is descriptive and correlative kind. The instrument of data collection has three questionnaires. Data is analyzed at two descriptive (tables of frequency distribution, frequency percent and charting) and inferential (person correlation coefficient) level using software Eviews7 and spas 21. The research findings indicate: there is direct and significant relationship between two variables managing the electronically human resource and structural engineering. There is a significant and direct relationship between electronically human resource management and the organizational performance improvement there is significant and direct relationship between two variables: structural engineering and organizational performance improvement, also mental health was significant and different among male and female teachers.

Keywords: Electronically performance improvement, Masjed soleiman municipality.

INTRODUCTION

The increasing growth and development of human knowledge, the emergence of information technology and the appearance of some discussions such as virtualization and the presence of electronic word in the beginning of key words like government and commercial caused to evolutes organizations more than their entities these factors have been made to convert the world into a network of electronic interactions and change many procedures related to the resource management and in the mean while, the discussion about the most important human resources has been paid attention by many researchers.

e- HRM supports human resource management using the advanced technologies. Electronic human resource management is evolved from information system of human resource management that undertakes strategic duties in addition to implementing traditional duties of human resource management.

Reual (2004) also showed although in fact the types of electronic human resource management tend to combine, but establishing one good infrastructure for human resource management at operational level is the essential prerequisite for evaluative and communicative electronic human resource management and this requires changes in the duties of human resources.

According to Reuel (2002), the movement towards electronic human resource management can provide instruments to support these processes. This dimension adds to the previous stimulus especially the presented serve improvement to the domestic client, but it has one external social stimulus.

The main objective:

1. To study and identify the role of electronic human resource management on the structural engineering and organization performance improvement (case study of Masjed soleiman municipality).

H_1: There is significant relationship between electronic human resource management and structural engineering on the staff of Masjed soleiman municipality.

H_2: There is a significant relationship between electronic human resource management and organization performance improvement in Masjed soleiman municipality.

H_3: There is a significant relationship between the structural engineering and organization performance improvement in Masjid soleiman municipality.

H_4: Electronic human resource management was different among male and female staff of high school in Zahedan city.

Electronic human resource management

Electronic human resource management: it is a relatively new term for support of information technology. It defines as: administrative support of human resource duties using Internet technology.

Today, most world organizations attempt to drive their human resource management activities using the tools of web- based human resource management towards development and the increase of efficiency and total productivity of system. In this contest, electronic human resource management had a main role since 1990 by using technologies related to web and implementing politics and activities of human resource management and it matures at the framework of the organizational life. Most thinkers suffice to mention the benefits of electronic human resource management, but they prove it rarely. There is not certain and objective evidence to answer questions such as do electronic human resource management helps to the effectiveness of human resource management.

Structural engineering

As each organization undertakes, doing the special activities through targeted system. To achieve the defined policy and goals and on the other hand, organizations are always effected by internal and external environment condition, thus to conserve balance of organization and avoid deviances towards access to the goals and strategies, it is necessary to review and reform all dimension of organization by engineering and change threats to operation by the suitable distribution of resources and possibilities and coordination between organization sub- system.

Organizational performance: performance means the state or quality of function. Therefore organizational performance is general structure that refers to the quality of doing organizational operation. The most prominent definition of performance has been proposed by. Neili (2002): (process of explaining the quality of effectiveness and efficiency in the past measures). According to this definition, performance in divided organization uses these resources in the production of services or products, namely the relationship between the real and ides combination for production of the certain outputs 2) effectiveness describes the degree of access to the organization goals.

MATERIALS AND METHODS

Population includes all Masjed soleiman municipalities that their number is 160 in 2014. Given that the volume of the population is 400 individuals, the sample volume of the recent research is 160 through kokran formula that it includes 130 men and 30 women.

In this research, researcher made by structure engineering and organizational performance that have five- choice liker spectrum that has been collected after in distribution among staff and completion of questionnaire.

To analyze data, descriptive and inferential statistics is used.

In the descriptive level, mean, standard deviance, frequency and percent will be used and in the inferential statistic level, the statistical methods of person correlation coefficient will be used. Therefore the purpose of descriptive statistic is to compute society parameters using the census of all elements of the society.

RESULTS AND DISCUSSION

Data description

In this section, the characteristics of participant s have been presented in the various tables.

Table 1. Descriptive statistics related to staff age

Percentage	frequency	age
36.9	59	Under 30 years
63/1	101	Over 30 years
100	160	Total

1According to the results of table (1), staff under 30 years and over 30 constitute 59 (36.9%) and 63.1% participant samples respectively that the highest frequency related to staff over 30 years.

Table 2. Descriptive statistics for the sex of workers

Percent- -	frequency	variable
18.8	30	Woman
81.2	130	Man
100	250	Total

According to the results of table (2), 128 (51.2%) participants are male staff and 122 (48.8%) participants are female staff that the highest frequency related to men participants.

Data analysis

H_1: There is a significant relationship between electronic human resource management and structural engineering in the staff of Masjed soleiman municipality.

Table 3. study of the correlation between electronic human resource management and structural engineering

Structure Engineering		
Significant level	correlation coefficient	
0.020	0.648 **	Human Resource Management

According to table3, it is shown that the correlation coefficient between electronic human sources management is equal to 448 that is acceptable at error level 0/01. Thus one can result with 99% confidence percent that there is significant and positive correlation between these two variables.

Table 4. the results of inter- regression about H_1

Predictor variables	Steps	P	t	Beta	B	R^2	R
Electronic Human Resource Management	Step 1	0.000	4.02	0.448	0.05	0.41	0.641
	Step 2	0.000	5.58	0.69	0.34		
Electronic Human Resource Management and Structure Engineering		0.10	2.26	0.32	0.56	0.491	

Given that the above table, firstly considering that the significant of t value that is bigger than the critical value of table at level 99%, H_1 is accepted at confidence level 99 percent secondly, the determination coefficient of the relation or R^2 is equal to 0/41. This means that one can explain 4.1 percent of electronic human resource management in staff with the structural engineering

H_2: There is a significant relationship between electronic human resource management and organization performance improvement in Masjid soleiman municipality.

Table 5. investigation of the correlation between electronic human resource management and organization performance

organization performance		
Significant level	correlation coefficient	Human Resource Management
0.020	0.574 **	

According to table 5 it is shown that correlation coefficient between electronic human resource management and organization performance is 0/574 that is acceptable at error level 0/01. Thus one can conclude with 99% confidence that there is a significant positive correlation between these two variables.

Table 6. inter- regression results about H_2

Predictor variables	Steps	P	t	Beta	B	R^2	R
Electronic Human Resource Management	Step 1	0.000	4.48	0.474	0.09	0.32	0.57
Electronic Human Resource Management and organization performance		0	4.19	0.37	0.24		
	Step 2					0.391	
		0.09	2.12	0.21	0.42		

According to table (6), firstly given that the significant of t value that is bigger than the critical value of table 99%. Secondly, the coefficient of determination of the relation or R^2 is 0/22. This that 22 percent of human resource management in staff is explained by the organizational performance improvement.

H_3: There is a significant relationship between the structural engineering and organization performance improvement in Masjed soleiman municipality.

Table 7. studying the correlation between structure engineering and organization performance improvement is staff

organization performance Significant level	correlation coefficient	Structure Engineering
0.020	0.574 **	

According to table 7, it is shown that correlation coefficient between structure engineering and improving the organization performance is 0/701 that is acceptable at error level 0/01. Thus, on can conclude with 99% confidence that there is a significant and positive correlation between these two variables.

Table 8. Enter- regression results about H_3

Predictor variables	Steps	P	t	Beta	B	R^2	R
Electronic Human Resource Management	Step 1	0.000	12.49	0.621	0.62	0.49	0.701
Electronic Human Resource Management and organization performance		0.000	10.19	0.42	0.31		
	Step 2					0.49	
		0.014	6.11	0.33	0.42		

According to table 8, firstly given that the significant of t value that is higher than the critical value of table at confidence level 99: percent is 2/56, H_1 is accepted at confidence level 99 percent, secondly, the coefficient of determination of relation or R^2 is 0/49. This means that 49% of structural engineering in staff can be explained by organization performance improvement.

H_4: electronic human resource management is different among male and female staff in high school of Zahedan city.

Table 9. the effect of gender electronic human resource management of staff using t test

p	t	S.D	Mean	Number	Variable
0.000	3.574	13.55	23.84	30	woman
		12.88	61.96	130	Man

Source: Research finding

According to the result of table (9), there is significant relationship between gender and variable of electronic human resource management is staff. Men with mean 61/9 have the higher electronic human resource management than women with mean 23/8.

CONCLUSION

Human resource management and structure engineering in staff of Masjed soleiman municipality.

In the recent research, the results that correlation coefficient of electronic human resource management and structure engineering was significant at confidence level 99% p< 0/01: Thus there is a significant and direct relationship between electronic human resource management and structure engineering.

H_0: There is a significant relationship between electronic human resource management and organization performance improvement in Masjid soleiman municipality. Correlation coefficient between electronic human resource management and organization performance is equal to 0/574 that is acceptable at error level 0/01: Thus on can conclude with 99% confidence that there is a significant and positive correlation between these two variables.

H_3: there is a significant relationship between structural engineering and organization performance improvement in Masjid soleiman municipality.

Correlation coefficient between structure engineering and organization performance improvement is 0/701 that is acceptable at error level 0/01/ Thus one can conclude with 99% confidence that there is a significant and positive correlation between these two variables.

H_4: electronic human resource management of male and female staff in high school of Zahedan city is different.

According to the results, there is a significant difference between gender and variable of electronic human resource management in employees. In the simpler terms, it can be said that men with mean 61/9 have the higher electronic human re3source management than women with mean 23/8

Suggestions:

It is suggested that the necessary areas are provided to improve management and suitable performance.
It is suggested to institutions and municipality to pay attention to the role and importance of the studied variables.
We can take a step to improve these factors by providing the essential possibilities for the support of them by authorities.

Hold education workshops for acquaintance with the dimensions and criteria of non- electrical human resource management structure engineering and suitable organization performance.

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