

Management evaluates the performance of faculty members of University of Medical Sciences in 1394

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ABSTRACT: Performance management as a basis to develop and upgrade human capital resources and improving labor productivity in organizations is considered. One of the new issues in the management of organizations and educational institutions in the field of human resources management, performance management concept. The low effectiveness of more traditional methods of assessing the performance particularly in achieving its strategic objectives, was found. This analytical study with a sample of 118 faculty members with University of Medical Sciences in 1394 was simple random selection method. The data collected through a questionnaire consisting of both Shiraz University of use and the ability to run after the calculation of performance management at the University of reliability with alpha of 76% in the University, distribution, and was collected. Data using inferential statistics were analyzed. Faculty, benefits and performance management, including evaluation of faculty members and departments, support and improve the performance of faculty members and groups, management groups, comparison and ranking of groups and then compare and rank as desirable. Of faculty members at acceptable levels evaluated. Also, the implementation of performance management and its dimensions were evaluated at an acceptable level. However, the advantage of performance management and its dimensions are significantly higher than the average of the performance and size were compared at the University.

Keywords: evaluation, performance management, of faculty members.

INTRODUCTION

Today's complex competitive environment, organizations can take to move towards perfection. To survive in the new competitive environment, organizations must improve their management knowledge. Managers should also reshaped the environment today, continually adapt its organizational structure and environmental conditions in which to conduct the necessary reforms (Alvani, 2013, p. 95). In this situation, organizations should also be familiar with your environment and obtain information about them, to show the right reaction. One of the solutions in the field of human resources have been proposed as the basis for integration, performance management (Turkish born, 2013, p. 64).

Performance management, trying to create empathy between employees and supervisors to employee goals aligned with organizational goals and increase the productivity of human resources (seyedjafarsaidi, 2010, p. 58). Performance Management is the most complete form on the belief that whatever the staff at every level of the organization is doing in achieving the goals. Because the staff responsible for implementing the organization's operations, which ultimately leads to the expression of our organizational goals can be staff responsible for implementing all phases of performance management to generate their organization (Plate, 2006, p. 41).

Performance management through improved performance and focus on the weaknesses and compensation, the organization's success in achieving strategic goals will help. Human performance assessment of important aspects of human resource management and its role in motivation, improvement of human resources, optimization of management decisions and organizational improvement is undeniable (Nad Ali, 2008).

So we can say that by improving organizational performance management and empathy between the staff and the alignment between the goals and objectives of the organization seeks staff Performance management activities of the organization attempts to be considered and assessment are not unique to a particular activity. The scientific method of evaluating a conceptual framework that the major strategic goals of the organization to make measurable indicators (Alvani, 2013, p. 135)

However, a significant problem in the performance management of universities is that performance management was introduced in the mid-1990s as an academic subject (Drop, 2004, p. 334). This issue was considered in the past few decades.

Legal Charismatic (2010) in a study entitled Employee Performance Management with an emphasis on corporate social factors, it concluded that the performance of the seven variables simple business, career management, professional commitment, organizational, institutional partnerships, corporate communications professionals , corporate facilities, business platforms with four variable job management, simple business, professional, organizational commitment, job directly related contexts.

Safa'ian (2008) in a study entitled introduce comprehensive performance management and the role of information technology, to achieve these results is not certain if the performance of the organization and the processes and activities not move promote laid and toward The organization was not revealed.

MATERIALS AND METHODS

Method

The questionnaire consisted of 7 performance management at the University, including faculty performance assessment, performance appraisal group training, support and improve the performance of faculty members, support and improve the performance of departments, educational management, comparison and ranking staff members scientific and comparison and ranking of departments, consists of 31 questions that measure information on each of the dimensions of the whole Likert were studied. As well as to analyze the data, descriptive and inferential statistics such as mean, standard deviation, chi-square and t tests were analyzed.

RESULTS AND DISCUSSION

Result

Staff of 1.70 males and 27.8% were female subjects. According to the department, 9.66 of faculty base 1.33 percent were clinical. Faculty research community in academic rank, 5.15 of master, 3.43% associate, 1.36 percent Professor and 1.5 percent of the players and the place of work as well, 28.8% in the Faculty of Medicine, 5 . 15% of the School of Nursing and Midwifery, 4.12 of the Medical and Health, 1.38 of the Educational Affairs and 2.5 per cent in the Department of Research and Technology. As well as the history and years of service, 5.15% less than five years, 4.29 of between ten to fifteen years, 8.8% between fifteen to twenty years, 2.13 percent higher than they were twenty years.

Based on the objectives and results of the survey questions were obtained as follows.

The point of view of performance management and faculty of Medical Sciences, as in Table 1 can be seen, the average benefit and performance management dimensions, performance evaluation of faculty members, evaluate the performance of group management, education group training, support, and performance of faculty members, support and improve the performance of the faculties, comparison and ranking of the faculties at the desired level and then compared and ranked faculty members at an acceptable level were measured.

Table 1. Comparison of the mean and the various aspects of performance management at the University of benefit adequacy levels

Variable	The mean (benefit)	Average (run),	adequate (Q3)	of acceptable competence (Q2)
Benefit Performance Management (General)	128.25	95.75	116.25	77.5
Evaluate the performance of faculty members	17.99	13.08	15	10
Performance Evaluation of Educational Departments	16.86	12.67	15	10
Support and improve the performance of faculty members	29.04	21.87	26.25	17.5
Support and improve the performance of departments	20.8	15.05	18.75	12.5
Management departments	17.15	15.85	15	10
Compare and rank faculty members	7	5.79	7.5	5
Compare and rank Departments	19.98	14.26	18.75	12.5

About the pros and feasibility and performance management from the viewpoints of faculty members, as in Table 2 can be seen, the average benefit application performance management and its dimensions, including the evaluation of the performance of faculty members, evaluate the performance of groups training, support and performance of faculty members, support and performance management, education faculties, comparison and ranking of faculty members to compare and rank the training group is significantly higher than the average of the feasibility and various aspects of the university is.

Table 2. Compare the benefits and implementation of performance management and its dimensions (P value = 0.0001, df = 117)

Variable	Mean	SD
The benefits of application performance management at the University	128.95	19.83
The applicability of Performance Management at the University	95.75	25.21
Evaluate the performance of faculty members (benefit)	17.19	2.47
Evaluate the performance of faculty members (feasibility)	13.08	3.3
Evaluate the performance of departments (benefit)	16.86	2.85
Evaluate the performance of departments (feasibility)	12.67	3.37
Support the performance of faculty members (benefit)	29.04	5.04
Support the performance of faculty members (feasibility)	21.87	6.44
Support and improve the performance of departments (benefit)	20.8	3.68
Support and improve the performance of departments (feasibility)	15.05	4.81
Management Departments (benefit)	17.15	2.59
Management Departments (feasibility)	12.85	3.31
Compare and rank faculty members (benefit)	7.97	1.96
Compare and rank faculty members (feasibility)	5.81	2.19
A comparison and ranking of departments (benefit)	19.98	4.41
A comparison and ranking of departments (feasibility)	14.26	4.98

Discussion and conclusion

Faculty members at the University of Performance Management in terms of benefits were assessed as desirable.

In other words, we can say that in their view the use of performance management at the university and for the university involves a lot of benefits and special benefits that could be of interest.

In this study, Karimi (2013) the usefulness and applicability of this model to the average assessed as moderate to high. In a study by Avis et al (2010), leadership support, program design and implementation of high performance management by managers in the study and Sultan (1383) native execution model and performance management and performance management system reform has been too ill to study.

This means that the performance management system at the University of Medical Sciences, especially important considering that the faculty members have been given the benefit of its application and the current conditions applicable knew, implies and special attention to the continuation of the application and the promotion of level is desirable. In this regard, (Scott, 2001). Believes that aligning the organization's development efforts with the implementation of performance management, leading to improved individual and group performance at the university.

University of program management support performance management And integration and coordination and the establishment of justice in this process in individuals and groups, and carrying out appropriate training The smooth implementation of performance management goals seem necessary.

Finally, performance management must in today's competitive world productivity, in line with the objectives of the individual and the organization is fulfilling society's expectations and to survive in the global network, to prepare.

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