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The investigating of contractual status effect in the jobs employees of governmental organizations on the their performance

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ABSTRACT: Employee performance is an important factor that can put organizations at top positions and assist them to achieve the set targets. There are many factors that affect employee performance. Contractual status of various state organizations are in the employment of staff and to the staff working with these types of conditions say contract specific work staff . This kind of situation for the Mentioned employees to volve factors and certain conditions, which may have a negative impact on performance. So to check of the contractual status effect, on performance work specific contract staff us a model to considering the base theoretical and background of the research choose for do this research. In this model, variables such as employment security, incentives or rewards, performance appraisal, training and career have taken place in terms of the benefit of employees of the contractor determines the variables amount and the effect type of performance, to determine. After a preliminary survey, a questionnaire was prepared and formulated five hypotheses for research administration and among administration 25were distributed. Research method is survey descriptive. After collecting the questionnaires and analyzing data in order to test the research hypotheses of single-sample t-test was used. The five hypotheses were that the claimant adversely affecting the employee's contractual performance were approved and accepted. At the end of the five chapters for each of the hypotheses, scientific recommendations and guidelines were introduced.

Keywords: contractual status, staff contract, work specific, performance.

INTRODUCTION

Employees are valuable assets of the organization and its objectives are essentially by helping them to be met. Because in today's competitive world, organizations are constantly looking for new ways to maximize the efforts of our employees, the performance variables, which can be a key, factor in the conditions of superiority over other organizations, particularly in the public sector. Solid foundation of an organization's employees and their selection is a serious and important task that must be done thoroughly and correctly; the wrong choice, will lead the organization in the wrong direction. Selected staff work with appropriate responsibilities specified in the upgrade path and outdo the other organizations do and in return, they expect to appreciate the performance, they need to be motivated. Now the competition is very tough and the main goal is to minimize costs. To achieve this goal, organizations utilize this approach to employees. Employed on contract, is an example of cost reduction. Although employers can hire labor contract approach to reduce costs and increase flexibility of use, It should also be noted that , no doubt , but the staff make up a significant portion of the organization, They are positive steps that should be taken in order to better respond to their needs and appropriate (Anwar,2011). There are factors that are related to an employee's performance recommendations that organizations maintain their employees to provide job security and provide incentives for them and they respect their work. When employees feel secure in their jobs, they work at a higher level than the unsafe condition will do. The difference in the performance of contracts UNIDO enjoy the independent variables such as guarantee of job security , performance evaluation , incentives, training , career paths , etc. are specified .(Anwar,2011). Yet today, in our discussion of the contract in question has always been, is responsible. Among them we can mention the work contract fixed term contract that

a few years of service they are used in government agencies. It is very important to have us believe that due to continuous direct contact with clients such staff and the need to provide appropriate services desired by those seeking to make the above-mentioned issue In the form of an impact on the performance of such contract staff within the Office of the Alborz review. We look at the second part of the research literature in the third section will describe the research methodology and the fourth section analyzes the data will be accepted and the conclusions will be presented in chapter five.

Literature

Human capital management is based on the belief that effective use of personnel , competitive advantage and a key element in achieving the organization's goals and effective use of the Funds is subject to an awareness of the needs of employees and the factors affecting their performance (kontez,2009). Some of research done directly or indirectly in connection with the subject of this collection is to be mentioned briefly. In the one research, results showed that, between job stress and job security performance and significant relationship between job stress and job security with the direct relationship exists between the variables (Salehi, 2009). In another study results show that the knowledge and skills of staff trained in job stability and more the staff have been trained .The experimental group and the control group instruction and safety standards are respected more .(Sabaghiyan,1992). Another study results suggest that continuous evaluation and proper performance by enhancing the capabilities of individual employees, the development of human resources will benefit from the advantages that the minimum increase employee productivity. (Farhangi, 2005). And depends on the research results, there is a significant relationship between the evaluation and improvement of the company's performance .The evaluation scores increased performance increases performance and vice versa (Ahmadi, 2006). Reward systems, including important tools that managers can use it to motivate employees to navigate(Mahmudi,2004). Involuntary temporary workers motivation and incentive to improve them more interesting (Jang, 2009). The training must be in line with the strategy of confrontation to avoid the negative effects of the instability of life from anxiety and depression spread (Kaliya, 2012). Deciding to invest in human capital and use of temporary workers should be jointly done by managers and staff according to company size (Roka, 2012). Important implication of this research is that employers should not assume that a temporary worker training is an investment with no return. While significant growth opportunities for all employees of an organization's commitment to temporary workers. (Cambel, 2011). This article seeks to explore whether an entrance into permanent jobs are temporary jobs and argues that the answer depends strongly on the type of temporary contracts that were signed (Berton, 2011). Permanent employees are feeling more threatened when they layoff policies and incentives for the inappropriate use of temporary staff also seem to see (Hipel, 2012).

MATERIALS AND METHODS

Methodology linked to a set of rules, principles and practices generally refers to a field of knowledge. (Khaki , 2004) . The method used in this study is a descriptive survey .Because this method is particularly "useful in situations which aims to explore the relationship between variables. Method of data collection in this study, a questionnaire distributed among the employees of the administration. After the questionnaires were filled in a time limit set by staff. In this study the method for calculating Cronbach's alpha reliability measure is applied. Validity of the questionnaire , preliminary tests were performed. Thus, the questionnaire was distributed among 30 employees from different departments of government After completing the questionnaire , Cronbach's alpha coefficients through software spss, separately for each of the 5 different variables measured in this study was calculated with questions. In order to test the research hypotheses one-sample t-test was used .The one-sample t-test mean score given to the researcher considers the variable of interest.

RESULTS AND DISCUSSION

In this section, we test the hypothesis.

Hypothesis 1:

H0: Lack of assurance that the specified job has a negative impact on performance.

H1: Lack of employment security of personnel that do not have a definite influence.

$$\left\{ \begin{array}{l} 5); \mu H_0 \leq t , 3 \leq (1/645 , \alpha = 0/05) \\ 5) : \mu H_0 \leq t , 3 \leq (1/645 , \alpha = 0/05) \end{array} \right.$$

Table 1. Hypothesis test result 1

		3 = Average tested			
		t	Degrees of freedom	Significance level	Average
Lack of employment security	03/21-		244	.000	9041/1

According to the test results, the null hypothesis is accepted

Hypothesis 2:

H0: Lack of attention given to the Contractor's staff incentives negative impact on their performance.
 H1: Lack of attention given to the Contractor's staff incentives has a negative impact on their performance.

$$\left\{ \begin{array}{l} H_0: \mu \leq t, 3 \leq (1/645, \alpha = 0/05) \\ H_1: \mu > t, 3 > (1/645, \alpha = 0/05) \end{array} \right.$$

Table 2. Hypothesis 2 test results

		3 = Average tested			
		t	Degrees of freedom	Significance level	Average
Due to the lack of incentives	979/20-		244	.000	9048/1

According to the test results, the null hypothesis is accepted

Hypothesis 3:

H0: Lack of promotion of personnel work contract specified a negative impact.
 H1: Lack of promotion does not have a negative impact on job performance contract.

$$\left\{ \begin{array}{l} H_0: \mu \leq 3, t \leq (1/645, \alpha = 0/05) \\ H_1: \mu > 3, t > (1/645, \alpha = 0/05) \end{array} \right.$$

Table 3. Hypothesis 3 Test Results

		3 = Average tested			
		t	Degrees of freedom	Significance level	Average
Lack of career	972/20-		244	.000	9056/1

According to the test results, the null hypothesis is accepted

Hypothesis 4:

H0: Lack of attention to the training of personnel work contract specified a negative impact.
 H1: Lack of attention to the training of personnel employment contract does not specify a negative impact.

$$\left\{ \begin{array}{l} H_0: \mu \leq 3, t \leq (1/645, \alpha = 0/05) \\ H_1: \mu > 3, t > (1/645, \alpha = 0/05) \end{array} \right.$$

Table 4. Hypothesis test result 4

		3 = Average tested			
		t	Degrees of freedom	Significance level	Average
Lack of attention to training	823/20-		244	.000	9198/1

According to the test results, the null hypothesis is accepted

Hypothesis 5 :

H0: Lack of job performance evaluation on the performance of the contract staff has a negative effect.

H1: Lack of performance evaluation on the performance of the employment contract does not specify a negative impact.

$$\left\{ \begin{array}{l} H_0 : \mu \leq 3 , t \leq (1/645 , \alpha = 0/05) \\ H_1 : \mu > 3 , t > (1/645 , \alpha = 0/05) \end{array} \right.$$

Table 5. Hypothesis test result 5

	3 = Average tested		
	T	Degrees of freedom	Significance level
Lack of performance evaluation	087/21-	244	.000
			Average 9040/1

According to the test results, the null hypothesis is accepted

CONCLUSION

To test the hypothesis mentioned above, a sample of 25 of the 28 Office of the General Office of the Alborz Province finite population sampling selection And a questionnaire containing 31 questions was distributed and ultimately " using student t test and one-sample t -test questionnaire data Friedman The analysis was performed using spss software and the following results were obtained . All variables of the lack of employment security , lack of attention to incentives, lack of promotion , lack of attention to training and performance evaluation are strongly negative impact on job performance contract and Causing a decrease in performance because the dimensions are less than the mean score of 3 is assumed.

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