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The relationship between compensation and relocation of employees

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ABSTRACT: In discussions related to management, the discussion of human resource management and the motivations of employees have special place. Management spends some parts of its operations for keeping attracted forces to the organization and also for activating them along its other attracting person for more appropriate works effecting on motivations of employees. By knowing and recognizing the desires and tendencies and also the factors which made the employees satisfied or unsatisfied and by providing utilities for satisfying the needs, the managers can promote and motivate the employees to more attempt towards proving the goals. So it increases the efficiency and effectiveness of employees. This research also follows this goal and between the compensation of financial and no financial services and the labor mobility of post office of Lorestan county for this reason it measured the item of compensation of financial services and four features of no financial services include: attractiveness of job, more appropriate job opportunities, environment management competence which are presented in one main hypothesis and for sub hypotheses as follow. Main hypothesis: 1-there is a relation between the compensation of financial services and labor mobility of post office of Lorestan county. 2-there is a relation between compensation of indirect financial services and labor mobility of the post office of Lorestan County. Sub hypotheses: 1-there is a relation between attractiveness of job and the labor mobility of post office of Lorestan County. 2-there is a relation between suitable job opportunities and the labor mobility of post office of Lorestan county. 3-there is a relation between conditions of work environment and the labor mobility of post office of Lorestan county. 4-there is a relation between management competence and the labor mobility of post office of Lorestan County. The method of doing research is correlation in order to test hypotheses of research, required information were collected by using questionnaire with 66 persons and by random method of all statistical society 212 employees of general post office and they are analyzed by using spearman test by software spss chi square test. The attractiveness of job, desired conditions and management competence so these hypotheses were not approved. Also the results show that there is a meaningful relation between suitable job opportunities and labor mobility and they are approved. Final result shows that there is a meaningful relation between compensation of financial and no financial services and the labor mobility of post office of Lorestan County.

Keywords: Management of human resources, Motivations of employees, Compensation of financial and no financial services.

INTRODUCTION

Oriented and bit- Ghazal King manpower development, progress and independence of any country. Human capital and physical capital providers and lack or shortage of human capital in the form of capital and material need to make smart economic dependence. Our present world, the world is a major factor and that humans are the main driver. Those who bring the spirit and dynamism, and make it possible to achieve goals. No human, the myth, it would be pointless and management. Now that human resources are vital assets to be looking for a way to human resources to effectively operate and maintain. Another bonus is not enough to satisfy the needs of workers and their organizations today must provide a set of benefits. Programs to take account of and access to employee loyalty, pave the way to promote them. Humans are the most important sectors and research and development services and all organizations and companies seek to attract and retain the best people. Some managers who

have decided to leave the organization, They want to know they have to pay in addition to bonuses , find someone to replace them until they leave the discontinued operations are not. The movement of personnel to manage very large and difficult aspects of the organizations and companies have focused their attention on this issue: What is the relationship between the compensation of employees in the financial services nonfinancial surf action there? However, for an organization that wants a motivated and productive workforce will create and maintain the relationship between the two is important. The most important factors that make evident the necessity of the study can be summarized as the importance of research in achieving the following objectives: 1-maintaining efficient manpower in the Company.2-Reduce the cost of company.3-Increase Productivity.4-create a basis for future research. Now we turn to the second part of the research literature and in the third part of the research methodology and in the fourth section, we will analyze the data and the conclusions reached in the fifth season.

Litrature

Desertion problem has long been of interest to researchers. Psychologists, economists , researchers and staff at the macro and micro level behavioral science researchers have looked into the problem of desertion . In terms of organization and management science perspective, the question left open is to serve human resource management. Of turnover, turnover intentions and causes a lot of research has been done. A review of previous research shows that in general, many factors are influencing the turnover and turnover intentions. Furniture of researchers working in the field of long service leave, studies done; The researcher behavioral processes that may occur between satisfaction and practice of meditation has placed on leave (Mobley,2010). Leave an important phenomenon in the study of individual behavior and organizational environment is a very strange phenomenon because only employees Weak who leave their jobs. Research suggests that in general market conditions affect voluntary turnover user. In other words, there are many jobs in the community, voluntary movements, turnover is high and there looking for little jobs move it to adjust the society (Simon,2000). One study showed that the unemployment rate is low (favorable economic conditions) and takes place in state jobs are more likely to leave an optional and secondly leaving work and eventually quit the job market may optionally be linked to the general situation(Mobley,2001) . One study showed that in addition to general market conditions optional entry-level turnover, Thinking and the ability and skills of personal and psychological states also play an important role in this regard(Gerhart,2000). Stated that when good economic opportunities (employment opportunities are readily available) relationships between personal factors and turnover would be stronger than when the opportunity is unfavorable (Muchinsky and Morrow,2001). Expected turnover can be difficult because many factors such as Organizational factors , psychological or personal , external environment and conditions so may create or enhance percent in an organization (Taheri,2002). The employee 's salary received more satisfaction , they were less likely to leave their organization (Mangione , 2005). Further research was conducted among employees, management information systems , it was shown that the salaries are relatively low staff turnover intentions more(Igharia and G reen haus,2001). A specialized research The relationship between organizational commitment and turnover among occupational groups was found that relationship commitment among staff turnover and professional occupations than non- professional staff (Kohn and hadisk, 2000). Several studies have confirmed the relationship between promotion and turnover Found that participants leave more negative attitudes than those who remain in the organization are to promote (Hellriegel and Wait, 2006).

MATERIALS AND METHODS

Due to the nature and goals of the postal system in time and space constraints of hospitality in this descriptive research method (questionnaire survey drive) is used. In general, descriptive method of research is survey. The results of the study were used for data collection. In this study, data were collected from a questionnaire survey method was used. To ensure the validity of the study, the questionnaire was prepared with expert tips. Then approved by the supervisor and counselor are also several other professors . Cronbach's alpha reliability studies have used that resulted in 80 percent. In this study, to analyze the data using SPSS software is used. The relationship between independent variables and the dependent variable to be examined by Spearman test.

Data analysis

In this section, we test hypotheses:

Sub-Hypothesis (1):

H0: No relationship between the attractiveness of jobs and shift workers.

H1: The attractiveness of jobs and shift workers there.

Table 1. Spearman correlation test hypotheses

Count	Significant level.	Correlation	Variables
66	%689	50%	The attractiveness of jobs and mobility

Based on the analysis above hypothesis, the correlation is equal to% 50. Considering the significance level is% 689 and the alpha is greater than the assumed $\alpha = \%5$ assuming H1 is rejected and H0 is approved.

Sub-Hypothesis (2):

H0: There is no better job handling the relationship between staff.

H1: There are more job opportunities and staff mobility between.

Table 2. Spearman correlation test hypotheses

Count	Significant level.	Correlation	Variables
66	%003	375%	Better job opportunities and mobility

According to the above table , the correlation coefficient between the two variables was significant, equal to %375 and% 003 and a significance level of less than $\alpha = \%5$ and $\alpha = \%01$. Therefore, the% 99 probability displacement relationship between jobs and workers are confirmed and accordingly reject the hypothesis H0 hypothesis H1 Will be accepted.

Sub-Hypothesis (3):

H0: There is no relationship between the work environment and employee mobility.

H1: Between the environment and the movement of workers there.

Table 3. Spearman correlation test hypotheses

Count	Significant level.	Correlation	Variables
66	%185	165%	environment and the movement

Based on the analysis above hypothesis, the correlation between these two variables are less than %165 and% 185 and the significance level is greater than $\alpha = \%05$. Thus confirming the hypothesis H0 and H1 hypothesis is rejected.

Sub-Hypothesis (4):

H0: Competency management and employee relationship exists between displacements .

H1: there is relationship between the competency of management and staff mobility .

Table 4. Spearman correlation test hypotheses

Count	Significant level.	Correlation	Variables
66	%852	023%	competency of management and staff mobility

Based on the analysis above hypothesis , the correlation between these two variables is equal to% 023 and% 852 and the significance level is greater than $\alpha = \%05$. Thus confirming the hypothesis H0 and H1 hypothesis is rejected.

Main hypotheses (1):

H1: There is no relationship between the compensation of financial services and movement of personnel.

H2: There is relationship between the compensation of financial services and movement of personnel.

Table 5. Spearman correlation test hypotheses

Count	Significant level.	Correlation	Variables
66	%23	279%	financial services and movement of personnel

The results in Table 5 Therefore, the hypothesis (hypothesis of the study) with % 95odds precise words with probability% 98 Approved and rejected the opposite assumption. 0 hypotheses is rejected and H1 hypothesis is confirmed.

Main hypotheses (2):

H0: Among non- financial compensation, relocation, employee relationship exists

H1: Among non- financial compensation and relocation of employees there.

Table 6. Spearman correlation test hypotheses

Count	Significant level.	Correlation	Variables
66	%017	292%	non- financial compensation and relocation of employees

Based on the above results, the null hypothesis is rejected and H1 is approved.

CONCLUSION

Desertion is a complex process in which individuals assess their feelings about using a personal situation, Environment and other issues are more decisions about staying or going out of an organization According to results that are essentially human problems in organizations has its own complexity. And this will require more in-depth studies and also the same variable or at least changing human resources needs proper planning process to improve the preservation of human resources and no doubt recognize the administrator's top of this, if the recall and generalization of learning organizations have in order to maintain continuity of service, human resources, and success will come.

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