Pathology of Human Resources System Based On the Three-Branch Model in Education of Parsian City

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Abstract
The main purpose of the study is the pathology of human resources system based on the three-branch model in education of Parsian city. The research in term of purpose is applied and in term of how data collection is descriptive survey. The population consisted of all teachers working in the department of education in Parsian city 1020 teachers for the academic year 2012-2015. Stratified random sampling method was used and using formula Cochran number of 321 persons was selected. To collect data organizational factors questionnaire of Zakeri Pour et al (2011) was used and the validity of the questionnaire by items analysis (0.51 -0.86) and its reliability was determined using Cronbach’s alpha 0.93. The results showed that all three factors: structural, behavioral and contextual in human resources damage have a decisive role and according to the average rank ranking factors affecting on human resource damage in education from high to low includes structural, contextual and behavioral factors.

Key words: structural factors, behavioral factors, contextual factors.

Introduction
Each organization to achieve its objectives needs to active and flexible staff with different working conditions. When the organization concern on implement training dynamic systems and development of human resources, staff members will find the flexibility of different conditions, in other words, education and improvement is efficient action from the director of organization in order to enhance the level of competence of the organization’s members (Shariatmadari, 2008).
The reality is that in most organizations, root of all problems turned to human resource management and in particular the improvements system and if the organization has excelled in the cultural dimension this is a result of growth and cultural development of its staff has been made. If the organizations in financial and economic and business incomes dimensions have high reputation, it is result of strategic thinking and opportunities by its staff. So we can say that attention to human resources and its effective management and also improvements system is base of development of cultural, technological and economic and financial in organizations. Organizational pathology is the use of behavioral science concepts and methods, in order to define and describe the current situation and find ways to increase the effectiveness of their organizations (Bazaz, 2003). Undoubtedly, human resources at all ages and centuries, the most important development have always been considered as the engine of development. Today’s human being achieved tremendous progress in the field of science and technology, despite technology’s role in the realization of economic and industrial development, not only has not diminished the importance of human resources but also pay attention to the issue of human resources is used as a creator and receiver technology, has become increasingly necessary (Melhem, 2004). Lack of attention to three factors: structural, behavioral and contextual and systematic and orderly planning in three areas as well as the lack of efficient use of resources in
the balance between these three factors is important damage of its human resources system (Blanchard, 2002). Structural factors includes cases such as organizational structure, improve the methods, automated information system, billing system, selection and recruitment, appointment and promotion, performance evaluation, behavioral factors such as organizational culture, motivation and job satisfaction, leadership, training and development of employees, job security and contextual factors such as customer orientation and feedback, consultants and contractors. These factors each have special place in organizations and is important for organization. Coordination of structural, behavioral and contextual factors is essential for organizational dynamics. Given the importance of these factors, this study seeks to answer the question that what are priorities of damage human organizational resources in education? In order to achieve this goal component of the conceptual model of the three branch, including structural factors, and behavioral and contextual is evaluated. Accordingly, this research seeks to answer the fundamental question what is the priority of damage: What is the status of human resources?

Other research has been done on the subject of this study suggest that refer to the number of them. Teimori Nasab et al (2012) in a study entitled burnout in human resources and inter organizational factors affecting it in the Iranian National Drilling Company shown that the role of inter organizational factors in the incidence of burnout with the emphasis on structural equation modeling in the range of 44.4 to 54.4 fitted and the most effective factor is management of job ground and security on burnout. In Zakeri Poor et al (2011) study, as the pathology of human resources aimed to improve development results showed that the more vulnerable, including structural factors (selection, employment, promotion, performance evaluation) and structural factors (motivation, job satisfaction, organizational culture and job security) and the least damage is related to the contextual factors. In Ghazizadeh et al (2008) entitled the study of the factors affecting the sustainability of corporate human resources showed internal environment and external environment factors influence the survival of motivation for people in the organization allocated the first and third categories. The relationship between the effect of motivational factors and the effects of external environment factors on sustainability is reverse that means the effect of the motivational factors decreases, the effect of the external environment factors increased on staff’s sustainability. Aynas (2010), in his study of organizational pathology staff using three branch model stated these results that structural factors most impact and content factors had less impact in staff damage. The role of behavioral damage moderate was reported. The results of the study Rood and Achilles (2009), as signs of burnout and improve service performance (effect of occupational schemes) showed that job policy has a significant role in job burnout and improve the performance of the services. Britons (2009), in the study of organizational pathology based on the three branch model on staff training the result of structural factors suggests that the lower node was average and plays a decisive role in the pathology of staff training and environmental factors with behavioral and structural factors had little effect. Behavioral factors contributed to the difference between the average behavioral factor and standard average is significant.

The basic hypothesis of research:

- The structural factors play a decisive role in the damage of human resources in education of Parsian city.
- The behavioral factors play a decisive role in the damage of human resources in education of Parsian city.
- The contextual factors play a decisive role in the damage of human resources in education of Parsian city.
- There is a significant difference between the structural, contextual and behavioral factors in the damage of human resources in education of Parsian city.

Research Methodology

The main purpose of the study is the pathology of human resources system based on the three-branch model in education of Parsian city. The research in term of purpose is applied and in term of how data collection is descriptive survey. The population consisted of all teachers working in the department of education in Parsian city 1020 teachers for the academic year 201-2015. Stratified random sampling method was used and using formula Cochran number of 321 persons was...
selected. To collect data organizational factors questionnaire of Zakeri Pour et al (2011) was used and the validity of the questionnaire by items analysis (0.51 -0.86) and its reliability was determined using Cronbach’s alpha 0.93.

Results
The first hypothesis of the study: The structural factors play a decisive role in the damage of human resources in education of Parsian city.

Table 1. The results of the one-sample T-test to assess the impact of factor on human resource damage

<table>
<thead>
<tr>
<th>Branch</th>
<th>T Value</th>
<th>Degree of freedom</th>
<th>Significant level</th>
<th>Mean difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Structural</td>
<td>66/539</td>
<td>320</td>
<td>0/000</td>
<td>53/90343</td>
</tr>
</tbody>
</table>

To investigate the effect of structural factors on human resources in the education one-sample T-test was used. Because the value of T obtained more than 1.96 the null hypothesis rejected and the presumption against the effect of structural factor on human resources damage is confirmed. to explain this can be said organizational damages are the basic causes and fundamental problems and the crisis has put the organization at risk and cause the growth of a healthy fit and stay open. The results of this study is consistent with the results of Teimori Nasab et al (2012 ), Zakeri Poor et al (2011 ), Abbas Zadeh (2010), Ghazi Zadeh, Amani and Karimi (2008 ), Aynas (2010), Rood and Achilles (2009), Britons (2009) and Witt and Holly Ford (2006), which for structural factors had gained a crucial role.

The second hypothesis of the study: The behavioral factors play a decisive role in the damage of human resources in education of Parsian city.

Table 2. The results of the one-sample T-test to assess the impact of factor on human resource damage

<table>
<thead>
<tr>
<th>Branch</th>
<th>T Value</th>
<th>Degree of freedom</th>
<th>Significant level</th>
<th>Mean difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Behavioral</td>
<td>94/124</td>
<td>320</td>
<td>0/000</td>
<td>51/67913</td>
</tr>
</tbody>
</table>

To investigate the effect of behavioral factors on human resources in the education one-sample T-test was used. Because the value of T obtained more than 1.96 the null hypothesis rejected and the presumption against the effect of structural factor on human resources damage is confirmed. So it suggests that behavioral factors play a decisive role in human resource damage. The results of this study is consistent with the results of Teimori Nasab et al (2012 ), Zakeri Poor et al (2011 ), Abbas Zadeh (2010), Ghazi Zadeh, Amani and Karimi (2008 ), Rood and Achilles (2009), Britons (2009) Witt and Holly Ford (2006).

The third hypothesis of research: The contextual factors play a decisive role in the damage of human resources in education of Parsian city.

Table 3. The results of the one-sample T-test to assess the impact of factor on human resource damage

<table>
<thead>
<tr>
<th>Branch</th>
<th>T Value</th>
<th>Degree of freedom</th>
<th>Significant level</th>
<th>Mean difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contextual</td>
<td>97/895</td>
<td>320</td>
<td>0/000</td>
<td>15/22118</td>
</tr>
</tbody>
</table>
To investigate the effect of contextual factors on human resources in the education one-sample T-test was used. Because the value of T obtained more than 1.96 the null hypothesis rejected and the presumption against the effect of structural factor on human resources damage is confirmed. So it suggests that contextual factors play a decisive role in human resource damage. The results of this study is consistent with the results of Teimori Nasab, Rashidi, Saatchi, Kamkari, Mousavi and Salimi (2012), Osler (2006), Adams and Cornell (2002), Esfandiari et al (2011).

The fourth hypothesis of research: **There is a significant difference between the structural, contextual and behavioral factors in the damage of human resources in education of Parsian city.**

Table 4. Results of the Friedman test

<table>
<thead>
<tr>
<th>Components (prioritized)</th>
<th>Average Rating</th>
<th>Number</th>
<th>Degree of freedom</th>
<th>statistic value</th>
<th>p-value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Structural</td>
<td>2.60</td>
<td>320</td>
<td>3</td>
<td>207.518</td>
<td>0.000</td>
</tr>
<tr>
<td>Behavioral</td>
<td>2.40</td>
<td>320</td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contextual</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

As shown in Table Friedman test. The sig is equal to 0.000, indicating that there is a significant difference between the ratings of the factors studied. So the hypothesis is confirmed, and there is difference between role of each of the three branch factors and the average rank ranking factors on human resource education from high to low damage includes structural, and contextual behavioral factors.

**Conclusions**

The results of this study showed that structural and behavioral factors and infrastructure damage education is the most important and it need to efforts of managers to resolve problems and prevent widespread damage.

**Suggestions**

Appointments and promotion, regular process for the selection and preparation of the best and most qualified people for key positions and provides sensitive and the force was tested to identify strong candidates prepare for management positions. In this context, the database can be provided to the classification and ranking of the candidates and the preparation and training they needed to appoint the most qualified individuals for management positions is necessary. As well as performance evaluation, the factors evaluated which scientifically selected; the job is objective, assessment and evaluation trained in this field seriously and finally the results of assessment to reflect staff. With the default set to analyze and evaluate the pathological mechanisms available and appropriate model for evaluating actions in line with the organization’s overall strategy.

**References**

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