The study of relationship between E-learning and growth efficiency and innovation staff bank Tejart substations in Golestan state

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Abstract
The purpose of research was the study of relationship between e-learning system and growth efficiency and innovation staff bank Tejart substations in Golestan state. The research method is discrentional, scaling – correlation. The volume of statistical universe in this research includes all tejarat bank substations staff in Golestan state that were 600 persons. In this research, by using of Kerjesi and Morgan table were selected 234 persons for symmetric statistical sample and the sampling method was simple coincidental. The data of research were gathered by library and field method and used standard questionnaires as tools. According to Kronbach method are confirmed stability of questionnaires and contextual method by fluency of tools. For analysis of data was utilized structural equations model method by AMOS software. The findings show that there is a meaningful relation between all categories e-learning system and growth efficiency and innovation staff bank tejarat substations in Golestan state.

Key words: E-learning system, efficiency, innovation staff.

Introduction
By changing of technique and new phenomenon appearance in information technology, extensive relative networks such as internet, civilized educational instruments, and facilities were altered educational methods and it is possible that the very students in different parts of world were instructed long distance educational network and traditional and usual methods. In e-learning system, there is for every individual eternal teaching without local and temporal restriction (Fishbin2011). The electronic or virtually teaching is the implement of education process on electronic communications. Though e-learning has changed educational technology by cooperation between teachers and students, it is supposed that teaching is novitiate. Against traditional education which relies on acquisitive, the e-learning process depends on educational context. In as much as the acquisitive should participate in evolution educational context under teachers (under supervision of teachers), the e-learning has encouraged the knowledge with position in which never already was education (Dillon& Morris 2010). In today competitive world, one of the important instruments for evolution and permanence of organization and slightly purpose are programs and modern education producers. There, human and development of human resources vitalize the evolution category and ensure the permanence of organization. Today the education is one of methods development individual resources in organization. Every organization requires educated and experienced individuals to accomplish their affairs. This is necessary that in conversational modern world require organizations greatly training expert and great persons which called development human resources. This is reason that the education is one of main affairs in management human resources and always it is considering a serious factor in organizational conversation or development codification programs. Managers and economic scientists believe that for the efficiency growth and finally social and economic development, the more important and effective factor is the powering labor which is more drastic agent in achievement efforts. Today, in specific temporal conditions, the education and rehabilitation human resources are one of inevitable organizations and institutions affairs. Primarily, this matter was performed in formularized, long – short term educational programs. Anyway, it is important that implement of teaching in educational courses and programs cannot merely be crucial reason on rehabilitation labor, unless by an accurate and comprehensive evaluation is comprehended this subject exactly. It isn’t possible an educational program is assigned, unless an accurate and comprehensive evaluation is accomplished. Not only educational managers should respond to the staff learning, but also they are bound to answer knowledge and skills which influence on staff occupational operation.
Statement of research problem

The world development in e-learning system makes more learning opportunities and accessibility of educational and scientific resources, so far as this matter primarily wasn't realized in traditional methods and markets. By using e-learning system in education and the other hand, teaching based electronic system, can not only accelerate and facilitate services and staff efficiency growth in organization but also makes many innovations and evolutions in educational methods (Revile J 2010). So it cannot deny that intranet and extranet, free libraries and conversational abilities and link technology and hypertext and Meta data Models can play on important roll. These methods are strong and confident substructures, which support education process and therefore, the cooperation between systems and staff, educational space and human communication, are cloned (Akoczy P 2009). Intranet means the organizational internal network by which can observe organization data. Actually intranet is a private network. Some organizations and institutions even banks permit individuals and other organizations, especially staff to use intranet. The special intranet that can operate users out of organization or bank, were called extranet. In this reason that in bank tejarat substations is necessary to investigate the application modern electronic system and the conditions which was produced by these methods. It should note that, although by computer sites in informatics part of bank and also performance some educational classes and the implement this education by bank intranet and also the learning educations in out of bank by extranet, is constructed a convenient pattern in bank tejarat substations to use staff intranet, but it should assemble convenient applications to these methods were executive better and better making the growth efficiency between staff. And also by this method is assessed which one of available electronic methods more can influence in education and also the efficiency personnel. In the recent decade, organization efforts by knowledge innovation schools increase scientific level and creativity of their staff by loss of temporal and local restriction, this method can situate presence educations. The participation in online educational classes and concurrent accessibility to internet, presents usage of extreme scientific statue for scholars. The commercial companies require daily information and fast decision makings in hard fluctuations of market to get innovation and can protect themselves in competition field. Despite of ability to grave accessibility, commercial companies propend to use e-learning. The relation between electronic system and teaching and efficiency personnel is a necessary and bilateral one. Thus if there aren't the labor which know methods, literature, computer and its applicable proficiencies, it cannot hope development real efficiency and national permanency knowledge based. Furthermore electronic system is an effective method for education and efficiency growth labor (Duvalier R 2012). In general as ideology, the long – short term efficiency depends on education and culture. Hence the education can be considered an important instrument in quality rate and development. The educational system increases the efficiency personnel. This is possible when education planning and engagement are entirely coordinated and utilized teaching growth level and schooling records (documents). According to japan efficiency center, this corresponds with education, theory and conceptual sight of efficient human. This definition is represented falling: the purpose of efficiency is scientifically the great usage of resources, labor, facilities, and so on, and or reduction of production costs, extension goods, increscent jobs, effort for increscent of real wages and improvement life standards, so that personnel, managers and customers all benefit them. Hence people that he/she can accomplish better his/her affairs towards agone and therewith he/she endeavors. The relationship that definitely instructs us: the better teaching is equal to more efficiency. Never less its constancy, teaching in class and online education isn't able to comprise entirely these tasks. The "electronic learning" posits above "e-learning ". The measure of growth process, knowledge change and increasing constriction in banks compel new methods to achieve completion teaching. (Training) It is impolitic terminate responsibility of learning. In any place and temporal, for learning in work place, the space that has a civilized electronic system requires instruments equipped with new electronic system (Rosenberg, 2010) .Today some of soft wares have an outspread nature and educational program is one of them. The personnel service systems are drawn simultaneity on service systems, so that they can use it. In the educational outspread system are able any staff utilize another experiments when they are going to train special purpose(Wails J, Bandi 2009).the e-learning includes the great list of applications and operations, such as web based teaching, computer based teaching, virtually classes and electronic cooperation (Azadi, 2011). Also the teaching that is considered by internet and intranet is called virtually teaching and the place is called a place of electronic collage. In this place are established classes, libraries, management affairs and consultative counter relationships made in network(Fahimi,2008). The daily change in hard and software technology,
universalized, over plus expectations of client, competitive construction, technology staff in organization, unnecessary of individuals educational classes, the necessity of organization for efficiency growth staff by modern e-learning system justified with other great banks (Kenneth CL, Janne PL 2009). The e-learning is an argument in which accurs many changes and innovations. Forasmuch as this field relates with dynamic sciences, then it can revolve and innovate. Naturally the innovation doesn’t belong to merely to hardware (equipment and tools) but it can be observed in many parts of software (methods, technique and patterns). So that the definition of this field changes once per several years. Klerk and Mayer introduce e-learning as following: this is a teaching that is represented by compact plate global internet local network. In a lecture exhibited Allen Wagner his research findings about e-learning projects, in this conference, he offered a chart that indicates ascent, apex and downfall process of innovation and electronic innovation. Rajerz (2008) believe that innovation in society is adopted gradually by interests and then if innovation is useful, the rate of adoption increases. The education can correlate more with efficiency, whatever education is more specialized. It seems that whatever education is scientifically, searchingly and technology (e-learning ) more specialized and professional and technical, will be able relate more with efficiency. The main question in this research is: Is there a meaningful relationship between e-learning system and efficiency growth and bank tejarat substations staff in Goleatan state?

**Research antecedent**

Afshe and cooperators (2013) were considered the research called: the study of usage e-learning on staff efficiency improvement in Islamic Azad University. The research manner was cross - sectional and the kind of research was experimental and the kind of purpose was applicable. In this research, the statistical universe consists of all Andimesk university staff, their number was 86 persons, and they are selected as statistical sample. The test of research theories were used questionnaire as research instrument. Its stability Is earned 89% By using of Kronbach \(\alpha\) factor. The consequences show that there is a meaningful relationship between e-learning and efficiency improvement.

- Talghani (2013) investigated the research called the relationship between knowledge and organizational innovation in an assurance company. Through 180 experts in Assurance Company, coincidental 86 persons were selected as exemplar group. The information that belong to variant knowledge management utilizes vig model used by “Numan” and “Sedra and Gabel” and the information that considers variant organizational innovation is produced by “Moghimi” and “Shahhoseyni and Kavoosi” model. The results of Espirman correlation factor show that knowledge indices, knowledge preservation, knowledge conduction, and knowledge application have a meaningful relationship with innovation. Maximum correlation factor about calculation of organizational innovation concerns to the variant knowledge application, that is \(0.878\) factor, and its minimum related to knowledge preservation, that is \(0.656\) factor. For organizational innovation, the managers require in different parts integration knowledge capitals and knowledge of external and external labor. Beside, the knowledge should be performed across of organization to enhance organizational innovation.

- Alipur (2012) has considered a research named: the study of relationship between knowledge management and organizational innovation in Kerman national organizations. In this study is surveyed the relationship between knowledge management and organizational innovation in Kerman national organizations. In this research, statistical universe is 1035 personnel in organizations using kokran formulate for sample volume and by cluster – incidental sampling is selected 280 persons. The information about variant knowledge management is used by Numan, Sedra, Gebel based vige model and the information about variant organizational innovation is earned by Moghmi, Shahhoseyni and Kavoosi model. The results of Espiman correlation factor show that knowledge incides knowledge preservation, knowledge conduction and knowledge application have a meaningful relationship with innovation. For organizational innovation require the manager’s integration knowledge capitals in different parts and knowledge of external and internal labor. Besides, the knowledge should be performed across of organization, so the possibility appearance organizational innovation will enhance.

- Hadizadeh(2012) has considered a research named: the study of relationship between multiplex knowledge and innovation in financial services organizations in bank Refah kargaran. The purpose of this study is evaluation of relationship between multiplex knowledge and innovation. The fore utilizes multiplex knowledge methods based Dikson model and the latter also utilizes trade – labour hegemony evolution
model measuring innovation by questionnaire among 96 bank Refah kargaran staff and its results show that in 95% certainty level, there is a meaningful and positive relationship between multiplex knowledge and innovation. Moreover there are similar results between apparent (clear) multiplex knowledge variants, hidden multiplex knowledge, strategic multiplex knowledge, specialized multiplex knowledge with innovation. Finally are offered the research restriction and practical purpose.

**The test of research theories**

By using of AMOSS22 software surveys this part the test of research theories.

Table1. The research structural model in standard

<table>
<thead>
<tr>
<th>CFI</th>
<th>GFI</th>
<th>NFI</th>
<th>TLI</th>
<th>IFI</th>
<th>RMESA</th>
<th>Accepted foot</th>
<th>Symmetric index</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.970</td>
<td>0.961</td>
<td>0.914</td>
<td>0.947</td>
<td>0.980</td>
<td>0.036</td>
<td>1.450</td>
<td>conclusion</td>
</tr>
</tbody>
</table>

The results of fitting structural model Indexes research in table1 refer to fitting model, because the RMSEA scale is lesser than 0.08 and this can be structural accepted fitting model. Also the CFI, GFI, AGFI, NFI, NNFI scales are all upper than 0.9. In the following table, the rout and meaningfulness factors set among variants research. Per six relations in 0.05 level (t>1.96 and t<-1.96) is meaningful.

Table2. The results of direct relation and meaningfulness factors model theories

<table>
<thead>
<tr>
<th>Test conclusion</th>
<th>meaningfulness</th>
<th>Rout index</th>
<th>sign</th>
<th>rout</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accepted</td>
<td>3.79</td>
<td>0.62</td>
<td>Wbt---Ep</td>
<td>Web based teaching-efficiency personnel</td>
</tr>
<tr>
<td>Accepted</td>
<td>5.24</td>
<td>0.76</td>
<td>Cbt---Ep</td>
<td>Computer based teaching—efficiency personnel</td>
</tr>
<tr>
<td>Accepted</td>
<td>3.30</td>
<td>0.44</td>
<td>Vc--Ep</td>
<td>virtually classes – efficiency personnel</td>
</tr>
<tr>
<td>Accepted</td>
<td>4.02</td>
<td>0.31</td>
<td>Ec--Ep</td>
<td>Electronic cooperation – efficiency personnel</td>
</tr>
<tr>
<td>Accepted</td>
<td>2.91</td>
<td>0.49</td>
<td>wbt-- Is</td>
<td>Web based teaching–innovation staff</td>
</tr>
<tr>
<td>Accepted</td>
<td>3.84</td>
<td>0.57</td>
<td>Cbt ---- Is</td>
<td>Computer based teaching -- innovation staff</td>
</tr>
<tr>
<td>Accepted</td>
<td>4.62</td>
<td>0.28</td>
<td>Vc---Is</td>
<td>virtually classes – innovation staff</td>
</tr>
<tr>
<td>Accepted</td>
<td>2.20</td>
<td>0.21</td>
<td>Ec -- Is</td>
<td>Electronic cooperation – innovation staff</td>
</tr>
</tbody>
</table>

Also table3, the direct and indirect relation among research variants in final model refers to the direct and indirect relation of variants each other.
Table3. The scale of relation all variants in research main model

<table>
<thead>
<tr>
<th>Final relation</th>
<th>Indirect relation</th>
<th>Direct relation</th>
<th>Kind of relation</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.40</td>
<td>0.35×0.28=0.10</td>
<td>0.25</td>
<td>K to Q</td>
</tr>
<tr>
<td>0.35</td>
<td>------</td>
<td>0.37</td>
<td>K to G</td>
</tr>
<tr>
<td>0.22</td>
<td>------</td>
<td>0.28</td>
<td>K to Q</td>
</tr>
<tr>
<td>0.15</td>
<td>------</td>
<td>0.18</td>
<td>G to Q</td>
</tr>
</tbody>
</table>

Discussion and conclusion

**Theory 1**: there is a meaningful relationship between web based teaching and efficiency personnel. According to table 2, the rout factor among web based teaching and efficiency personnel is 0.62. In this relationship, T statistic is 3.79 and this scale is upper than meaningful threshold, that is 1.92 According to above – noted, there is a meaningful and positive relationship between web based teaching and efficiency personnel. So the first theory is confirmed.

**Theory 2**: there is a meaningful relationship between computer based teaching and efficiency personnel. According to table 1, the rout factor among computer based teaching and efficiency personnel is 0.76 In this relation, T statistic is 5.24 and this scale is upper than meaningful threshold, that is 1.96 According to above – noted, there is a meaningful and positive relationship between computer based teaching and efficiency personnel. So the second theory is confirmed.

**Theory 3**: there is a meaningful relationship between virtually classes and personnel efficiency. According to table 1, the rout factor among virtually classes and personnel efficiency is 0.40. In this relation, T statistic is 3.30 and this scale is upper than meaningful threshold, that is 1.96 According to above – noted, there is a meaningful and positive relationship between virtually classes and efficiency personnel. So the third theory is confirmed.

**Theory 4**: there is a meaningful relationship between electronic cooperation and efficiency personnel. According to table 1, the electronic cooperation factor and efficiency personnel is 0.21. In this relation, T statistic is 2.20 and this scale is upper than meaningful threshold, that is 1.96 According to above – noted, there is a meaningful and positive relationship between electronic cooperation and efficiency personnel. So the forth theory is confirmed.

**Theory 5**: there is a meaningful relationship between web based teaching and innovation staff. According to table 1, the rout factor among web based teaching and innovation staff is 0.49. In this relation, T statistic is 4.62 and this scale is upper than meaningful threshold, that is 1.96 According to above – noted, there is a meaningful and positive relationship between web based teaching and innovation staff. So the fifth theory is confirmed.

**Theory 6**: there is a meaningful relationship between computer based teaching and innovation staff. According to table 1, the rout factor among computer based teaching and innovation staff is .048. In this relation, T statistic is 3.84 and this scale is upper than meaningful threshold, that is 1.96 According to above – noted, there is a meaningful and positive relationship between computer based teaching and innovation staff. So the sixth theory is confirmed.

**Theory 7**: there is a meaningful relationship between virtually classes and innovation staff. According to table 1, the rout factor among virtually classes and innovation staff is 0.28. In this relation, T statistic is 4.62 and this scale is upper than meaningful threshold, that is 1.96 According to above – noted, there is a meaningful and positive relationship between virtually classes and innovation staff. So the seventh theory is confirmed.

**Theory 8**: there is a meaningful relationship between electronic cooperation and innovation staff. According to table 1, the electronic cooperation factor and innovation staff is 0.21. In this relation, T statistic is 2.20 and this scale is upper than meaningful threshold, that is 1.96 According to above – noted, there is a meaningful and positive relationship between electronic cooperation and innovation staff. So the eighth theory is confirmed.
Practical suggestion

- The personnel are perused to connect with specialty networks out of organization.
- The development of powerful and steady policy for research part and expansion of bank tejarat substations in Golestan state.
- Welcome to new staff ideas.
- The development of organizational producers encouraging the staff to innovation and better services.
- In e-learning system part are determined capitals improving capability of personnel.
- If the in Golestan state bank tejarat substations effect on increasing e-learning system in organization, it is necessary to regard personnel occupational requests.
- The development of entrepreneurship Using of ability all personnel and users of e-learning bank tejarat substations in Golestan state.

References