

Analysis of increasing Factors on trainer's motivation of the Red Crescent Society: application factor analysis techniques) Case Study, Ilam, Iran)

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Abstract: Without doubt, the Red Crescent Society will play its role in the implementation of healthy people and developed effectively which, can be used volunteer group of people to achieve their predetermined goals. Therefore, this research was conducted to identify factors that increase the trainer's motivation of Red Crescent Society. This research has been done based on the descriptive-survey research method. Statistical Society of this study was included active trainer's entire teacher of Red Crescent Society of ilam Province. The sample size was chosen to 50 the number of Trainers to help census sampling. Research tool was a questionnaire was developed that made the research and theoretical literature from interviews with experts. And it was used to determine the validity of the panel of experts. To ensure of reliability of the study tools, 30 questionnaires were completed and The Cronbach's alpha was calculated to amount to 90%. Due to the nature of the data, factor analysis technique was used to analyze data. The results showed that Personality factors (28.03%), Occupational factors (8.72%), Healthy factors (6.53%), and management Factors (6.42%), Comparison Factors (4.90%) and Contextual factors (4.83%) with a total of 59.45% explained of total variance can be considered as the most important factors in Increasing Motivation of Trainer's Teacher of Red Crescent Society of ilam Province.

Key words: Instructional Teacher, motivation, motivation theories, Red Crescent

INTRODUCTION

The human in all organizations including: industrial, commercial and service is considered as one of the most important factors in achieving the goals. For increasing efficiency and productivity as much as the human factor must be recognized in him the motivation factors. (Alavi, 2007). So, for every manager in the organization, awareness of the issue of staff motivation is very necessary. (Rahnavard, 2009). One of the Major strategies in the Red Crescent of Islamic Republic of Iran is Capacity building for Using of Human Capital for doing services and Practical Training. Instructor's role is very important in increasing the efficiency of the Red Crescent Society volunteers. Their Minimal Role is changing Participatory Culture in Society into Cultural Norms. Without doubt, the Red Crescent Society will play its role in the implementation of healthy people and developed effectively which, can be used volunteer group of people to achieve their predetermined goals. Accordingly, The main research question is What factors play a role in increasing the motivation of teachers' of The Red Crescent Society? Many researches have been done In the Iran and other Countries Regarding Motivational Factors. In the Research of (Yadavar, 2005), Social needs (need for achievement, need to belong and the need for power), Interest in the job, the organizational vision, job value, quality supervision, evaluation and participation in decision making have been the most important motivational factors. In the research of (Hosseini, 2008) Variable such as Age, work experience, education Level, Organizational Level, gender and income have been effective in motivating the employees. In the (Eskandari, 2010) Research, There is no significant relationship between job satisfaction and variables such as the nature of the work, manager's supervisory style, colleagues behavior in the workplace. In the Research of (Farhangpour, 2003), Achievement motivation is defined based on four factors: responsibility, competitiveness, hard work and goal oriented. (Rasolzadeh and Samari, 2008) have divided Job motivation factors in three categories: organizational factors such as participation in decision making, employment benefits, given the responsibility and supervisory, the supervisory quality, personal factors like self-esteem and job. (Ballout, 2007) in his Research, has divided Job Satisfaction to Internal factors (Intellectual Factors such as a sense of person to self-job and his reaction to the job) and external dimensions (job performance, and promoting Person professional Status). (Clary *et al*, 1998) In their studies are considered the most important motivation for volunteering activities includes: values, Recognition, Vocation, development and support. (Mc Combs. & Marzano, 1990) in their studies, Came to this

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conclusion that progress is a joint function of the skill and Animus. (Hazavecheei, *et al*, 2005) In their research, have pointed to the effect of five factors in the Increasing of people motivation: contextual, content, comparison, management and demographic Factors in the. (Rantz, 1996) Regarding the analysis of Staff Motivation, Has cited factors such as, Positive support, interpersonal Relation and increasing individual Motivation. (Amiable, 2004) in his research report, has declared Factors such as: decision-making ability, competence and participation in work and the curiosity sense as Internal Motivation Factors and the atmosphere of competition, evaluation and doing of the work as External Motivational Factors. This research has been done with the aim of Analysis of increasing Factors on trainer's motivation of the Red Crescent Society in Ilam Province.

MATERIAL AND METHODS

This research has been done based on the descriptive- survey research method. Statistical Society of this study was included active trainer's entire teacher of Red Crescent Society of ilam Province. The sample size was chosen to 50 the number of Trainers to help census sampling. Research tool was a questionnaire was developed that made the research and theoretical literature from interviews with experts. And it was used to determine the validity of the panel of experts. To ensure of reliability of the study tools, 30 questionnaires were completed and The Cronbach's alpha was calculated to amount to 90%. Due to the nature of the data, factor analysis technique in Spss Software was used to analyze data.

RESULT AND DISCUSSION

To determine the suitability of the data in this section for factor analysis using coefficient KMO and Bartlett's test. In this study, obtained KMO value equal to .721 and showed that the situation is suitable for factor analysis of data. Bartlett was preparing amount equal to the 2578.63, is significant at 1 percent Meanwhile, varimax norm rotation method was used to enhance interpretation factor for determining the number of operating factors was based on criteria Kaiser. Table (1) refers to the number of extracted factors, with each of them a special number, percentage of variance each factor Eigen values and cumulative percentage of variance factors. Special value is the factor indicating the share of total variance of variables and what is greater than its value indicates the importance and the impact factor is more. In total, these six factors have been able to explain the 59/45% of the variance Increasing Motivation of Trainer's Teacher of Red Crescent Society of ilam Province.

Table 1: Extracted factors with specific amount, percentage of variance and cumulative percent variance

Variance Cumulative percentage	Specific amount of percentage of variance	Special value	factor
28.03	28.03	16.54	1
36.76	8.72	5.14	2
43.29	6.52	2.85	3
49.71	6.42	2.89	4
54.62	4.9	2.85	5
59.45	4.83	2.79	6

Factor for attention has been named to the nature of the variables in each factor and the most important variables in each factor that results are presented in Table (2).

Table 2: Variables related to each factor and load factor obtained from the matrix during Results

Factor name	Variables	Load factor
Personality	To acquire the technical competence	.71
	To acquire the management competence	.67
	Serve feel	.58
	Creativity	.49
	Skills Position	.46
	Self- respect	.47
	Self-will	.70
	Level of wishes	.66
	Goal setting of the instructional trainers	.87
	Psychological hardiness	.76
	Self effectiveness	.64
	Self- directed learning	.66
	Seeking to compete with others	.63

Table 2: Continue

Occupational	Diversity at Work	.65
	Job skills	.74
	To receive feedback	.56
	Independence in work	.56
	To provide working appropriate conditions	.73
	Challenging work	.34
	Appreciation of the work	.43
	Encouraging employees	.56
	Discipline combined with courtesy	.60
	Promotion and development	.72
	Achievement motivation	.65
	Manager Support	.72
	The value of work	.44
Healthy	Participation in decision making and goal setting	.78
	Management Honesty	.56
	supervisory Type	.63
	Colleagues behavior in the workplace	.55
	The atmosphere and organizational culture	.65
	Reward	.68
	The nature of job	.70
	Given Responsibilities to employees	.47
	Competition atmosphere	.50
Management	Manager's Encouragement	.66
	Manager Goal setting	.54
	Manager Competence for affairs	.64
	Discerning Manager	.70
	Manager Feedback	.57
	Manager experience	.61
	Understanding and friendly attention of management to instructors problems	.41
Comparison	Job security	.69
	Equity in benefits receive	.72
	Justice compared to other organizations	.57
	Given Responsibilities to instructors	.40
	Having the opportunity to progress	.49
	Justice in promotion	.42
Contextual	Criteria for fair pay	.58
	Performance Standard	.37
	Hard work	.33

Results Table 2 shows that First Factor (personality) has able to Explained 28.03 of Total Collection of analysis of variance while Six Factor (contextually) has had the lowest role in Explain of Total Collection analysis of variance of motivation in instructional trainers of the Red Crescent Society of the Ilam Province.

Conclusion:

In this study, to help factor analysis technique, was investigated Increasing Factors on trainer's motivation of the Red Crescent Society of Ilam Province. The results showed that the first factor with Special Value 16.54 has lonely Explained 28.03% of total collection of analysis of variance. Due to the nature of the variables named Personality Factors. This factor is consists of 13 variables with factor loads specified in the table (2). Previous studies have confirmed the importance of personality factors in motivate – Building. (Yadavar, 2005; Farhangpour, 2003; Clary *et al*, 1998; Mc Combs. & Marzano, 1990; Hazaveheei, *et al*, 2005; Saadat, 2007). The second factor explained 14.5% of the total variance of factor analysis is composed of 13 variables and was named to the Occupational Factor. Many researchers have acknowledged to role of the occupational factors in establishing motivation in the employees. (Alavi, 2007; Ballout, 2007; Rantz, 1996; Hazaveheei, *et al*, 2005; Desler, 1999; Rasolzadeh, 2005; Nourbaksh, 2004). The third factor that can explain 8.5% of the total variance of factor analysis, is consists of nine variables were named with Healthy factors. Previous studies have confirmed the importance of Healthy factors in establishing motivation in the employees. (Eskandari, 2010; Farhangpour, 2003; Rasolzadeh, 2005; Rasolzadeh and Samari, 2008). The fourth factor consists of 9 variables, is explained 6.42% of total variance of factor analysis, and was named as Management Factors. The Result of Pervious Studies Confirm the Result of Current Study in this area. (Hazaveheei, *et al*, 2005; Eskandari, 2010; Farhangpour, 2003; Rahimi, 2003; Desler, 1999; Saadat, 2007). The fifth factor to take responsibility with 4.90% of total variance factor analysis covers 6 variable, was named as the Comparison factors. The Result of Pervious Studies Confirm the Result of Current Study in this area. (Bakhshi, 2003; Rahnavard, 2009; Alavi, 2007; Nourbaksh, 2004; Amiable, 2004). The sixth factor to take responsibility with 4.83% of total

variance factor analysis covers 3 variable, was named as the Contextual factors. The Result of Pervious Studies Confirm the Result of Current Study in this area. (Amiable, 2004; Desler, 1999; Rahimi, 2003; Mc Combs. & Marzano, 1990; Yadavar, 2005; Rasolzadeh and Samari, 2008; Eskandari, 2010).

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