Managers And Employees In The Performance of The Festival Rajai Martyr of Mazandaran

Smaeili Ali

Department of Management, Ghaemshahr Branch, Islamic Azad University, Ghaemshahr, IRAN.

Abstract: Personnel management and human resources to increase the efficiency of the organization should consider the matters to be faster to achieve organizational goals. One of the fundamental factors in the acceleration of the target, and provide special attention to the manpower needs of the cultural festival of the martyr Rajai with participatory extension approach, and environmental issues within the case management system and the right atmosphere for and carefully consider the concepts of administrative system and strengthen the foundations and principles of behavior change strategies in the office provides. This study examines the performance of the festival directors and employees of the martyr in the Rajai government agencies and departments of the province beginning Festival (1998) is paid. According to the research of descriptive survey as well as inferential statistics, analysis of research findings, has been enjoying. Performance of this research project is to select Rajai martyr festival directors, staff and administration devices, and the 7-year plan every year to work in the administrative province from 1998 to 2005 by the secretariat of the festival including County, State Management and Planning Organization comes into force are examined. The festival performance will show how the sample was selected managers and staff? The selection and application of such models to assess and compare the effect on the performance of other executive agencies have employees?

Key words: Design, Performance Evaluation, Staff, Administrators, Flagship, Staff, Elected

1. History:
Rajai martyr festival in response to the emergence of a new approach in dealing with issues of basic needs for the country's administrative system was established. The broad stream, changing the administrative system of the target to achieve its priorities. This fundamental change in the areas of system administration and administrative reform program needs to increase its utility was created. This move can be the starting point of the 1996 Act, the Supreme Council office sought, the employee's choice of design, organization and administration of employment was required, and the honor of serving as a model of programs administrative system in place to correct their behavior. However, since the official start of the 1998 festival was Rajai martyr. This year the festival committee and focused on a limited level of organization, administration and employment in the country, according to the time limit, was little participation by the public interest. One reason it cannot contact the festival sponsorship, (management plan) with the country's universities is needed in this regard has not been announced. The festival martyr Rajai-based Management and Planning at the annual festival of performance was examined. Report to be sent to the corresponding province. Is to guide managers and employees on identifying and implementing better and more quality of the sample.

2. Festival of Martyr Rajai:
The feature of contemporary societies, social and economic changes in the depth and the surface is continuous, rapid changes in the existing gap between developing and developed countries will deepen. Organizations and companies, the most plausible states and countries are accepting the changes, if not the present and future compliance with the controversial changes are accelerating, they were virtually ineffective and passive. The major changes in the administrative organization of each country such as Iran, in order to be efficient and adapt to technical and economic development, enforcement actions are administrative changes. Assessment and evaluation process so that the desired format and can be a good incentive framework and implemented in this regard. In Iran, Rajai martyr festival as one of the tools and templates used in this direction is planned for this development and administrative changes that have been designed and implemented each year. Cultural Festival of the extension approach, Guidance, motivational issues it deals with system administration and internal and external environment. Concepts and principles and promote the right atmosphere for the development of administrative system and strengthen specific behavior, that behavior is influenced by the emphasis is to provide strategic management, through modeling and encouragement, to create a positive attitude. Monitor and evaluate the country's administrative system with acceptable standards of science, it is also a regular basis and the main objectives of the festival is considered permanent. The extension is done with understanding and partnership units.

Corresponding Author: Smaeili Ali, Department of Management, Ghaemshahr Branch, Islamic Azad University, Ghaemshahr, IRAN.
3. The Analytical Study:

The main expectation of State agencies and administrative system, to meet the needs of customers and clients, the quantity and quality to meet the structure, size, type and style of each organization and management are related. Organization and management is definitely a success in this area compared with other similar institutions, optimal performance is compared in the assessment and evaluation system to be measured. This study examined the opinions and views of managers and staff selected sample, as well as other employees who have been selected by the festival has Rajai martyr, so that in the process show that the performance at the festival, selected managers and staff And how is the best?

The selection and application of such models to assess and compare the impact on employee performance and organizational performance and ultimately in achieving the objectives of the enforcement of the device, what has been. Language Other qualitative and quantitative aspects of performance in Rajai martyr festival designs, content and functionality on the executive and administrative personnel on the basis of what? It has been able to achieve their predetermined goals or not?

Therefore, care and analytical study of the past and present strategies for implementing national and certainly can cause increased levels of employee involvement and affect people. Due to the lack of standards and criteria in the selection of staff, serious blows in the administrative structure of the country will enter. Implementation will not only increase productivity but also leads to a kind of despair and apathy, dissatisfaction among the staff and administrative system will be. Therefore, efforts in this field of research to be certain to describe the festival reflect the variety and potential in the whole administrative system of the country and at different levels and also at any level, be considered and the be used as a powerful tool.

4. Festival of Martyr Rajai:

Programs to improve the administrative system of the macro to micro, general to specific, strategic applications, from top to bottom, regardless of the role of humans in evolution. The former approach can be determined with the following characteristics:

A - Lack of Public Opinion: Word of inefficient administrative system languages (all classes) is. All have felt the need to change, but never a concept has been done in this case.

B - Distance From The Executive: Emphasis on the micro-macro issues that often lead to arguments and the macro level and implemented does not remain static.

If you do not pay attention to the relationship and interaction between applications and strategy, overall performance categories will not help to correct. Details of the general concepts and examples for improving the administrative system will be created.

C - Non-participation of: Middle managers and executives on down, have no involvement in this process. Improve the enforcement staff, the administrative body, and without their active participation, would not be possible to achieve improvement.

D - Non-technical Nature: Better working practices and tools necessary to improve the overall direction parallel to the top.

E - The lack of Staging: The process of improving the administrative system, is dynamic in nature. This means that many features of administrative system is changed, it is necessary to improve the process, take steps to provide functionality.

F - Lack of Monitoring And Evaluation Process: The purpose of this process, the monitoring, measurement, evaluation and control. In fact, for the improvement of administrative system, it is necessary to control the process at various levels of micro and macro, use the strategy to be applied.

5. Festival Performances Martyr Rajai:

Festival activities that lead to direct individual behavior, group, organizational, administrative system is required to change attitudes and insight into the phenomenon. It also requires that indicators be measured with it. The festival performance in three areas of the culture of martyr Rajai, standardization and modeling the effects of:

A - Culture Making: The first festival performance, changes in attitude and vision of society (senior managers, the staff Ideas, people) is the administrative system. Structural transformation is done by people who know that change is necessary and inevitable in the way of its realization, to be resolved.

B - Modeling: Desired behavior, organizational behavior is that the next person, group, organization, major goals of the community to cover the administrative system. The person who gives this behavior occurs, if the pattern is in place, the behavior of the system is transparency and compliance objectives. Available and widely used terms, to employees of the units are in close touch and behavior patterns of the criteria for their efforts. Besides the well known candidate is selected, the system according to priorities, and the move proved to be representing, and defending the legitimacy of the behavior of the electorate is so obvious that the sum sought to be considered in the national selection be. Process modeling and selection of staff in the eight central (public participation, rule-oriented, responding to client satisfaction and improved
methods to create, save wisely and avoiding waste, decentralization, reducing the transfer of government and public affairs develop public awareness of laws and regulations and information, deprivation, strengthening the foundations of value) are selected and the number of allocated quotas based on national samples of the employees are introduced to the festival committee Rajai martyr. Modeling in order to organize the festival, the quota system than any of its employees are considered, then ten percent of the quota, the quota has been considered a national of the other four organizational levels (managers, supervisors, specialists, other staff), respectively, 15 %, 20%, 45% and 20% is considered.

6. The Standardization:
Development planning is necessary due to environmental changes, and changes of its internal systems, strategic management and the pursuit of its vision and strategic direction and priorities to be formulated as follows:

A. Compilation And Explanation Of Future Prospects: Perspective, identify elements and components of the system makes it possible. Motivation for change is to coordinate and provide a vital role in ensuring the survival of the plays. Whatever the outlook is better, stronger future offers. Each year at the annual Vision Festival martyr Rajai administrative system is manifested in a statement.

B. Set Priorities In The Administrative System: Behavior directed toward a career in the big goals, so that not only look good, work out, but good and purposeful work by the aspect of the administrative system. Priorities for the administration of the country's medium-term and short term programs are coordinated.

C. General and Specific Development Standards: This process is most sensitive stages. Each year the festival coincides with the development of behavioral examples, inspired by the administrative system of priorities was the machinery. Each according to their tasks and goals of the program can determine its instances.

D. Develop and promote a culture of participation: In this regard, much effort has focused on two festivals.

* Develop a culture of participation
** The establishment of participatory management approach as an essential extension

7. Research Method:
This study is a descriptive questionnaire survey has been conducted. The questionnaire included a list of objectives, programs, standards and performance festival that Rajai martyr to identify and introduce the staff and managers in the province is considered.

All directors and executive staff of the Auckland, New Zealand from 1998 to 2005 the population of this study. The sample, a list of managers and employees of governmental agencies were selected as examples, as the alphabet and then with a certain distance, the samples used in this study were selected as subjects. (n=150)

8. Discussion:
A - the Festival performance and the performance of managers and employees of martyr Rajai significant relationship exists.

Festival in the course of the martyr Rajai not lead to enhanced performance of managers and staff to increase efficiency of staff in the use of advanced technology with best practices for the management of human resources at maximum efficiency obtained is proposed. The combination of efficiency and effectiveness, productivity performance is the aggregate. The practical result of this aggregation, the overall relationship between efficiency, effectiveness, efficiency and employee performance improvement plan with the martyr Rajai elected leaders in Iran.

B - the managers and employees of the martyr Rajai Festival, the performance of other managers and administrative staff in the province have been effective.

Based on scientific theory, evaluate the capacity, capability and competence of their staff, very difficult. Or complete and absolute, it is impossible to do. Such a tool is still not achieved because of that, the ability to measure accurately the actual and potential human being. Especially that in most cases, assessments are the same people who, under the influence of mind, education, prejudices, emotions and feelings, Justice may be more within the judge informed or uninformed. Results of the second hypothesis suggests that managers of all departments and agencies in the selection of managers and their staff, not the best choice. Festival of the right choice, motivation, administrators and other staff to do the right things the right way and deserve to be brought down. Because the issue of motivation is internal motivation. Motivates people to do the job. Or the conditions under which people work or encourages this belief. Increased incentives for managers and other employees of all departments and agencies, Regulations, and the right choice and proper use of logic and legitimacy of the samples have to be able to enhance the motivation of other employees, is recommended. If you select a range of incentives in respect of the employees and managers. And how about
the election results were in the process of learning organization, certainly in terms of the plan could Rajai martyr operation, performance, efficiency and motivation of employees and managers have a lasting positive effect on performance devices. Of organizational behavior All employees, insiders and outsiders to strengthen.

C - the selection process and how managers and employees of the gradual improvement in indicators of Rajai martyr festival directors and the staff is concerned.

Festival activities that lead to direct individual behavior, group, organization is required to change the attitude and vision, the phenomenon is the administrative system. Requires that persons with indicators that are measured. Otherwise judged not on scientific criteria, but will be based on individual tastes. These indicators assess the performance of managers and staff, changed over time and its shortcomings can be overcome. Indicators or performance indicators that management staff will select the three categories that these indicators are: the results of individual attitudes, attributes. The results of the third hypothesis, suggests that the relationship is negative. Managers and staff to continue selection of the festival as usual, should lead to gradual improvement of these indicators is not the case. Gradual improvement indicators for evaluation, promotion Mqvl a system based on individual merit, which led to the creation of excellence and areas for improvement and reduction of staff grievances and complaints of discrimination and biased opinions are required.

D - the festival of the martyr Rajai Aryaby variables and performance, there is a significant relationship. Rajai martyr festival performance in three areas of culture, standardization, is modeling. Managers and staff with the selection and sampling, modeling is required. Due to environmental changes, and interpretations of its internal systems, strategic management and the pursuit of its vision and strategic direction and priorities to be determined.

One of the main festival of reform, improvement and excellence of each institution's staff, which ultimately leads to the effectiveness of organizations and society. Review of the fourth hypothesis proves to be ineffective in improving the quality and performance festival martyr Rajai Mghrhhay to be evaluated. The scientific definition of the variables is made by scientists, management and evaluation of the true objective, scientific, phased, gradual and defined contribution. Therefore, continuous monitoring of the implementation can be improvement in standards and versions.

Conclusion:

Analysis, opinions, assumptions, and describe their content and interpretation of questions, practical suggestions are as follows:

A - Because the performance and efficiency of the festival directors and employees of the martyr Rajai has been significant. So the festival should be revised. Overcome the weaknesses and strengths, to be strengthened.

B. The relationship between performance and effectiveness in improving the performance of other managers and employees, is poorly estimated. So it should be extended beyond process design and performance of a particular administration, and shall be applied.

C. In the implementation and enforcement of the revised work plan in the first place. Second, in the performance plan should be re-engineered.

D. Operating parameters and variables to be consistent with the stereotype of every machine and every part of the executive and the specific areas of administrative changes to the shape and nature.

E. Training plan and training must be considered to be contributing factors.

F. The process of selecting a qualified person on site manager, department employees and not be provincial headquarters in the areas of information based on preset.

G. Each year a new set of indicators to be introduced next year as special instructions.

RESOURCES

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