

Relationship between Suggestions System and Cognitive Empowerment Dimensions at Najafabad Health Network

Mohsen Nasiri¹, Bahram Delgoshaei², Ph.D., Amir Ashkan Nasiripour³, Ph.D.

¹ MSc in Health Services Management, Islamic Azad University, Tehran Medical Branch, Iran

² Assistant Professor in Health Services Management, Islamic Azad University, Tehran Medical Branch, Iran

³ Department of Health Services Management, Science and Research Branch, Islamic Azad University, Iran
ssbahar456@gmail.com

Abstract: Introduction: Wealth of every institution is rooted in its employees, knowledge, It's skills and motivations. Qualitative role of human force in improving and increasing performance, motivation, quality development, better function, satisfaction with job, improvement, creativity and generally organizational growth and flourish is quite obvious. In this regard, surveying and analyzing empowerment method for human force considering current needs and situation of the country and identifying organizations' level of prosperity in this way is of great concern. Conducting researches on empowering human force surely will lead to better leadership of programs and cost reduction. It's necessary to perform a research in aiming the assessment of the relationship between suggestions system and cognitive empowerment dimensions because of lack of a suitable participative management at Najafabad Health network. **Methodology:** This research was conducted as descriptive- surveying research and in application point of view it is an interval study. The population under study were all managers and organizational specialists on Najaf Abad County Health network, totally 72 persons. Spritzer Empowerment Questionnaire was used for data gathering. Questionnaires were filled in person while first they were handed over to study group then gather after they were filled in. data in this research resulted from questionnaire were qualitative data which converted to quantitative data using Likret scoring method. Finally the data analysed with Chi-Square, Mann-Whitney U, Kruskal-Wallis tests and program Spss. **Results:** Results confirmed relationship between suggestions systems with cognitive dimension of empowerment between a managers and specialists in Najaf Abad County Health network. Relation of suggestions systems cognitive dimensions of empowerment in five dimensions of sense of decency, sense usefulness, sense meaningfulness of job, sense freedom in job and with sense of effectiveness. Such relationship is considered a significant relationship (Pvalue<0.05). Results of study in the field of comparing relationship of suggestions system with cognitive dimensions of empowerment in managers and specialists based of the sex, years of service, and their educational degree did not reveal a significant difference (Pvalue >0.05). **Conclusion:** Having a proper suggestion system as a way for personnel empowerment is an effective aid to realize and improve cognitive empowerment of managers and specialists of NajafAbad county health network.

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1. Introduction

The foundation of any organization's wealth, its employees in the form of knowledge, skills, and their motivations. Today, the enjoyment of such wealth, it is important for a decade and perhaps in the next century will be the primary sources of competitive advantage in new technology, but the roots initiative, creativity, commitment and the ability to run till force. Therefore, different organizations, different programs to empower employees to have carried out. Foster a sense of empowerment and self-sufficiency and create opportunities for employees to create free space operation to improve their skills and capabilities and provide grounds for its effectiveness. The aim of this study is to improve the ability of managers and experts proposed system by determining the relationship between cognitive aspects of enabling

network administrators and health experts are Najaf Abad city. Our main hypothesis is that the proposed system administrators and experts cognitive aspects of enabling health care system Najaf Abad city, there is a significant relationship.

Several studies conducted in the field of participation, empowerment in the research Mohammadi (2001) employee participation in goal setting has helped the organization to institutionalize the empowerment process, and participative management to facilitate the empowerment process helps. In this divine Nematollahi Sabet (2007) participatory management training and suggestion system to Iran Khodro Co. The goals and increase employee efficiency helps increase employee participation in management decisions, but it does not help. Salimian (2002) in their study found that

between decentralization in the organization's decision Smaja and the empowerment that there is a positive correlation and management styles Smaja significant impact on the empowerment of human resources. Tayyebi et al. (2000) there was a significant relationship between age, gender, management experience, qualifications, experience managers' performance management training courses in the field of employee participation in decision-making concluded. Jabbarzadeh (2002) in their study of manpower potentials in order of priority: empowering, participatory management style, motivation, training and job enrichment achieved.

In this regard, the lack of appropriate participation system in city Najaf Abad health network, the proposed system was necessary study examined the relation between cognitive dimensions of empowerment, motivation and empowerment in the present age is known as appropriate, be done. Before the "empowerment" in the current management, the term in political science, social sciences, feminist theory, as well as grants to developing countries was used. The authors of the so-called disciplines to provide resources and tools to empower people were mean, in a way that is visible to them and they can use them to your materials (Nagel, 1995, p. 85) to them.

In the management, use of the term empowerment, to industrial democracy and the involvement of employees in decision-making under different titles of team-building, participation and total quality management is on, and the last changes that were done on this, "empowerment "it took its name (Hardy and Lyba, 1998, pp. 452- 451). Empowerment

is one of the major components and the focus of analysis and tries to increase management control with superior quality and more democracy. Empowerment, the potential to ensure the provision of work, and philosophically with close ties to human resource management. Empowerment occurs when workers are familiar with the concept of power. Most analysts now agree that the nature of competition in such a way that companies need all their resources, especially human resources, enable it. Empowerment is not only caused the loss of or reduction in force is not managed, but also play an important role in facilitating reconstruction and development plays it. Empowerment is essentially limited to physical reconstruction but rather start programs to empower change in the control structure. Also, in order to reduce management controls. Instead, he tries to manipulate these controls to facilitate and sustain the norms and standards (Abtahi, Abasi, 2007, pp. 18-19).

This model is part of efforts planned both through changes in environmental events that have an adverse impact on individuals and through changes in style interpretation of events leading to the empowerment of individuals (intrinsic motivation increased duty). The purpose both ways, providing an increase in assessments is the duty of individuals. In the table below, a number of environmental variables to assess functional shape people and empower them to provide, are mentioned. Star of the table represents a major impact on strategy evaluation task any individual.

Table 1. Strategies that are conducive to empowerment

Empowerment strategies	Feel effectiveness	Sense of competence	Meaningful	Right to Choose
Leadership		*	*	
Charismatic		*	*	
Evolutionary	*	*	*	
delegation of authority				*
Participatory decision making	*	*		*
Encourage your Content Management		*		*
Enrichment jobs	*		*	*
The creation of autonomous work teams	*		*	*
Tasks that are created with internal feedback	*			
The establishment of performance evaluation to the top			*	
Reduce recognition				*
Create a supportive culture in the organization	*		*	*
Encourage goal setting	*			
Education and training of staff		*		
Reward systems		*		*

Sources: (Thomas and Velthos, 1990, p. 676) and (Stephen Robbins, 1993, p. 683).

By examining the different definitions of empowerment aspects of communication, cognitive stimulation can be an empowering mainly made with two "power" and "efficacy" made in direct connection with the "Learned helplessness" is inversely related.

Given the important role each of the above compositions in the empowerment process, in this section with more details as the relationship is discussed. In (Table 2) to enable some differences of view and super motivation is motivation.

Table 2. Motivational differences between the views of this motivational empowerment

Empowerment of motivational perspective	Empowerment of the above motivational perspective
<ul style="list-style-type: none"> o Empowerment means the part o emphasis on participatory management, quality circles, management teams and goal-setting duplex o delegate decision-making process within the framework and emphasis on accountability 	<ul style="list-style-type: none"> o Empowerment means of energy o internal commitment to the job, simple controls, risk-taking and innovation o Job Motivation internal process of preparing the environment and providing a conduit conveying a feeling of self-effectiveness

Without a commitment to implement any new idea will be seriously hampered. Humanity can be committed in two different ways: internal and external. Although both types is essential in the workplace commitments, but only internal commitment to strengthen empowerment. If the

manager wants employees to accept more responsibility for their fate should serve to strengthen internal commitment of assistance. Behavioral differences between these two types of commitment in the table (Table 3) is provided.

Table 3. internal and external commitment

Internal commitment	External commitment
People tell their own tasks	Others defined the tasks you
People required to perform tasks define their own behavior.	Behavior needed to perform the tasks defined by others.
Manage staff performance objectives that are jointly define challenge	Performance objectives defined by management.
Your staff to set priority goals	Priority goals set by managers

A second later, the growing capabilities of employees. Staff need to abilities, skills and knowledge needed to perform their duties are entitled. On the other hand, they have to use the best of their abilities they need to have access to equipment and facilities.

Since the rapid development of technology skills so organizations must continuously seek to improve employee is obsolete and growing capabilities of their employees.

Participatory Management

Extreme turbulence environment is one of the features of the last decade. This turbulence, many changes imposed on organizations, strategy changes, small companies, institutional levels closer to each other, reengineering, more emphasis on quality, organizational flexibility, diversity and innovation services, the application of new technology and market expansion at the global level, including developments are everyday habits organizations. These developments need participatory management, especially at the management level is greater. Hamel and in research of multinational companies, focusing on individual management decisions in the

administration of companies, are considered a gamble. Sykes reviewing the companies failed in the 1980s and 1990s aforementioned conclusion is that many companies have individual management methods. The limited nature of the evidence once more on complex information technology in today's organizations, affirm, in addition, people with violent spirits today, to judge, to methods and collective participation need each other. Formation of councils, committees and commissions of several public organizations, seminars, symposia and conferences in various social organizations and even regional and international levels and formation of multiple meetings with different names every day, so seeing all need collective thinking and decision-making reveals (MOGHIMI, 2007).

Nematollahi Sabet (2007) in a study entitled: "Evaluation of the effectiveness of management training and collaborative recommendation system based on the performance of experts and managers of Iran Khodro Company" with the aim of: Evaluate the effectiveness of management training partnership based on expert performance and managers of Iran Khodro Company conducted the data collection

instrument was a questionnaire and population are all experts and managers of Iran Khodro Company.

The findings of this study indicate that psychological empowerment, including four-dimensional competence, significantly, is reliable and effective. Other findings were revealed as a result of management strategies (management, delegation of authority, formation and freedom of action) are considered as main factors affecting empowerment.

Jazini (2007) in a study titled, "Factors effective empowerment of Chiefs of Police Officers" to determine the factors contributing to the empowerment of Chiefs of Police officers carried out the training fertile ground for growth and talent and capabilities and provide staff training with regard to investigations in distance education is more effective than the empowerment of officers. Morlz (2004) in his doctoral dissertation titled "planning for community empowerment" It concluded that in order to empower human resources by means of empowerment projects (research, education, mobilization, organization, and support and accountability) should be performed.

Franz (2004) in his doctoral dissertation titled "cross-cultural study of employee empowerment and organizational justice" came to the conclusion that empowerment has the following effects: 1. empowerment, the development of justice in the 2-empowerment organizations, causes increase job satisfaction. 3. empowerment, increased commitment of employees.

Hobbs (2004) in his doctoral dissertation as dynamic systems and teacher empowerment, five factors affecting teachers' professional development, self-efficacy, autonomy, work situation.

Hanser and George (2003) in his research found that the feeling of having the right selection, the alienation less in the workplace, job satisfaction higher, levels higher performance, entrepreneurial activity greater creative, levels of job involvement higher working pressure is less and provides enables.

Jeniferson (2002) in his study as "personal empowerment and environmental impact." Concluded that increasing the level of knowledge and skills and staff participation in decision-making is the most important strategies of empowerment.

Research method

This study was descriptive, and applied in time is a cross-sectional study. Empowerment means of questionnaire was used for data collection Spritzer 1. Questionnaires were distributed and collected in person between sample. The data were collected from questionnaires for qualitative and quantitative data were converted based on the Likert scoring and finally by the various statistical tests using spss software and the results were analyzed.

Data analysis

In the first phase after the arrival of the first part of the questionnaire were calculated using SPSS software, descriptive statistics, frequency tables and graphs were shown with.

In the second phase of the study data were extracted from the second part of the questionnaire, based on the criteria for qualitative and quantitative data conversion Likert scoring and the data obtained were entered into SPSS besides, using square test for analyzing the accuracy of research questions and hypotheses of the study, and using the Mann-Whitney test to evaluate the relationship between cognitive dimensions of the proposed system and the organizational gender empowerment and using the Kruskal-Wallis test to determine the relationship between cognitive dimensions of empowerment proposed system based on years of service and level of education were analyzed.

Discussion and conclusion:

The main hypothesis of this study consisted of a 5 items. The results showed a significant relationship between the proposed system and cognitive dimensions of empowerment. In this Mohammadi (2001) and the proposed system of psychological empowerment is approved. In this Jabbarzadeh (2001) participatory management after devolution as one of the major contributing factors to the empowerment of human resources is approved. In Mossadegh Rad (2001), Management Partnership (the offer) as one of the main factors for improving hospital efficiency is approved. In this Hollander (1996) as well as participatory management, participation in decision making been named as effective factors, the results of this study are consistent with results above.

The feeling of freedom in the way of doing things, a sense of competence (competencies) esteem than their ability to perform duties, effective feel being worked on, feel the significance of managers and experts in too much of a job. Organizations tend to deploy suggestion system, strengthen a sense of trust in employees was moderate, on the one hand analyzes the significance of the results is indicated. Siegel studies and Gardner (2000) between participative management and effectiveness, and feel that there is a meaningful job. In this Danyty (1996) between participative management and a sense of freedom and feel that there is a meaningful job, the results of this study with research Danyty Siegel and inconsistent. In this Mohammadi (2001) cognitive aspects of enabling communication between the proposed system was significant, the results of this study are consistent with research Mohammadi. In this Hanser and George (2003), the choice (freedom), there was associated with empowerment. In this

Hackman and Oldham (1980) observed that feels meaningful jobs and stimulate the ability of workers, the results of two top research consistent with the results of this study.

In the study physician and colleagues (2000) were significant correlations between gender, management experience, academic record and performance staff participation in the organization's decision not observed. In this Mohammadi (2000), a significant correlation was found between duration of service and gender empowerment. In this Jafari and colleagues (2008) there was a significant relationship between years of service and employee empowerment. In the present study between gender, work experience, education was not a significant relationship with cognitive empowerment, the results of research and research compliance Mohammad Jafari does not match. In this study, a significant relationship between managers and experts proposed system was based on psychological empowerment.

In this study cognitive aspects of enabling the effectiveness of the proposed system were not the same, the results obtained in this field show that the sense of freedom in the first place, and the feeling of competence, a sense of job meaningfulness, effectiveness at work, a sense of confidence, with the next category. In this Mohammadi (2001) showed that the proposed system to be effective on the most effective feel and then the efficacy has the greatest impact. In Zare et al (2007) Psychological factors empowerment it was found in the Physical Education Organization ranked the highest level of competency and the second is related to the feeling of freedom and confidence was in third place.

In this Farahani (2007) as well as competency in first and second place was freedom. In Norouzi research (2005), these factors are as follows: meaningfulness, competency, efficacy, effectiveness, confidence and their right to determine the rankings. The results of the present study was to study Norouzi (2005) and Muhammad (1380) that have competency in second place consistent and inconsistent with other results.

Finally, it must be acknowledged that, organizations that in the highly competitive 21st century they had been active and successful performance, they must respond to changing conditions by adopting appropriate structures and effective utilization of the most important capitals of the human resources have are. The empowerment process as a mechanism that organization's ability to make effective use of their human resources increases seen, but this process until psychologically people do not feel capability will gain good results, so the first step is to recognize the variables that affect psychological empowerment. it can empower

managers and experts in psychological empowerment Najafabad city health network to help. It can be concluded that a system can be proposed as a strategy of empowerment, Najafabad city's health network managers and experts in psychological empowerment to help.

Conclusion:

In this study, in terms of gender, 57% were male and 43% female managers and staff experts. The degree 76.3% of bachelor's degree holders, 13.8% had a PhD and MA in 9.7% of them. 25% of the samples in terms of years of service, years of service with less than six years and 12.7 years, 23.6% were 19-24 years of work experience, work experience 15.2% and 13-18 years and the minimum years of service group 30% had 25 years with 11.2. In the context of the organization of research experts and 36.1% and 63.9% of them working in management positions could be listened headquarters.

The results suggest an association with cognitive dimensions of empowerment in managers and experts in Najaf Abad city's health care system was confirmed. The dimensions of empowerment, the greatest effect of the proposed system, a sense of freedom and were then competency, effectiveness, meaningfulness job and have confidence. Its proposed system of cognitive dimensions of empowerment in four competency, effectiveness, job meaningfulness and sense of freedom is high. The results suggest a sense of trust in relation proposed system is mediocre. The results in terms of the relationship between suggestion system with cognitive dimensions of empowerment among managers and experts to show gender differences were not statistically significant. The proposed system results in terms of the relationship between cognitive aspects of enabling managers and staff experts based on years of service showed there was no statistically significant difference. The proposed system results in terms of the relationship between cognitive aspects of enabling managers and staff experts based on educational level did not show a statistically significant difference. The proposed system results in terms of the relationship between managers and staff experts based on the cognitive aspects of enabling the organization revealed the managers of the proposed system were higher than analysts effect, and this difference was statistically significant.

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