

Studying and Analyzing Correlation between Human resources function supply with staff self-efficacy of ports and Maritime of Khuzestan - Case study: Special Economic Zone of Imam Khomeini (RA) port

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Abstract: The aim of the article is studying and analyzing correlation between the function Human resources supply with staff self- efficacy of ports and Maritime of Khuzestan-special economic zone of the Imam Khomeini (RA) port. The research is descriptive and correlational. Subjects include 522 members of staff were selected by using randomly simple sampling of 222 staff members as the research study. Bandura's self- efficacy questionnaire tool (1997) and the researcher questionnaire were made by function Human resources supply which their validity are confirmed by professors and their stability is estimated by using Cronbach's alpha coefficient as 91% and 60%, respectively. In order to analysis of data are used the methods of Pearson linear and correlative regression analysis. Findings showed that correlation is to 19% positive and meaningful between Human resources supply and Staff participation and staff self- efficacy. According to results in the present tumultuous world, the only way to prosperity organizations is relying on its qualified staff. The self- efficacy of the staff is one of the main factors of creating competency in the staff. One of the key tasks of managers in organizations is to provide the necessary conditions for the establishment and strengthening of self-efficacy in staff. For making self-efficient of staff, managers should make the work environment lively and active and be sure from the clarity of purpose. And increase sense of empowerment in staff.

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1. Introduction

Including the individual factors of successful preformation particularly has regarded by psychological researchers is staff self- efficacy. It is said that most of human behaviors are motivated and controlled by mechanism of self-influence and among the mechanisms of self-influence; none of them are more important and inclusive than belief in personal efficacy (Bandura, 1977, quotes from Golchin and et al, 54:1391). If a person believes cannot gain the expected results or comes to belief cannot prevent unacceptable behaviors, his motivation will be capable of that work. Staff self- efficacy beliefs are the basis of human activities.

Individuals that have high staff self- efficacy, their expectations of conclusion are high too. In contrast, individuals that are uncertain about their capabilities, decrease their fortune in succession. Individuals with high efficacy believed that they can effectively deal with events and circumstances which they have encountered. Since they expect succession in overcoming the problems, they preserved in doing

assignments and often operate at higher levels. These people have more confidence to their abilities and less uncertainty towards themselves in comparison to persons that have weak staff self-efficacy. They see problems as challenge not threat and actively are looking for new occasions (Liao 1, 2009).

Strategic management of human resources includes functions or assignments that performed in organizations in order to provide appropriate and harmonious human resources for the organizational aims fulfillment and in fact strategic functions of human resources management means that organizations can penetrate in staff skill, attitude and behavior according to their job until achieve organizational aims (Collins and Clark 2, 2003; quotes from Bahrami and et al, 100; 1390). The research results shows the functions are very various. In the research following functions are considering:

- Training. Means increasing staff expertise capabilities and skills in doing assigned duties and act out part of potential capabilities in order to create a learning and critical organization.

- Performance evaluation. Means systematic and regular measurement of people work in relation to the manner of doing their duty in assigned jobs and determination of the exist potential in them in order to grow and improve.

- Compensation. Means to design all financial and non-financial benefits in accordance with internal and external conditions of organization.

- Staff participation. It means staff participation in decision- making and use of their comments and suggestions to improve and develop the organization.

- Human resources supply. Means human resources security along organizational aims and strategies and to identify opportunity and threats in external environment of organization and determine strengths and weaknesses and existed resource capabilities which are considered by internalization of staff self- efficacy.

Thus moving towards strategic management and its functions in the field of human zone can play a basic role in solving the issues of the case study zone. Via the description, the research seeks to answer the question: whether is there a relationship between strategic functions of human resources management and staff self- efficacy of special economy zone the port Imam Khomeini (RA)? Are the strategic Human resources supply predictors of staff self- efficacy?

2. Research literature

2.1 .The concept of self- efficacy

Bandura (1997) has defined the self- efficacy as individual belief to capability of doing the action in certain condition. When individual function is accompanied with or over the individual norms, it leads to increasing the maintenance of self- efficacy. While weak function and lower than individual norms leads to decrease self- efficacy. Believing the self- efficacy effect on many aspects of life such as selection of goals, decision- making, the effort rate, the continuity level and stability and encountering the challenges (Hejazi and Shakoori Far, 2008).

Knowledge of behavior and relationship in organization should be known as abstract extraction of all behavioral sciences which will utilize the all sciences practically and in contraction with others. The science in order to its goals utilizes the psychology, sociology, anthropology, organization science and management, rhetoric and axiology (Mirkamali, 1999). Among the all aspects of self- examination and auto-regulation, likely self-employee or individual efficacy is the most effective action in everyday life.

Unlike the scientific documents which are emphasized on the past, the self-efficacy is indicative of expectations of capabilities to achieve a specified

level of performance (Hoy and et al. 2005). Behavioral self- efficacy is completely voluntary which affect the people behaviors in doing woks; if the attitude of oneself be positive and high, can be the best self-regulation predictor. On the other hand, self- efficacy can be considered as the psychological consequence of promotion goals for people (Asarzade and et al, 2011).

Bandura (1997) found that the most things a manager can do for efficacy of staff is to help them to experience the personal dominance on some issues and problems. By successive doing of a duty or solving a problem, people grow the sense of dominance by themselves. Personal dominance can be gowned by providing the opportunity of successful doing of more difficult works which finally leads to achieve desirable goals. Method of the work is to start with easy things and then going on with small steps towards more difficult things until the person experience sense of dominance on all complexes of the issues (Soleimani and et al, 2013).

Strategic management of Human resources, by creating the harmony between organizational strategies and human resources policies, enabling optimal utilization of opportunities and predicting possible threats, and helping the organization towards competitive benefits (Naghilu and et al, 2014). The results of Nio research (2010) in Taiwan hotels showed that the staff requires high self- efficacy for learning, responsibility and commitment in their job.

Nila findings (2008) in a sugar manufacturer in South Africa showed that there is a positive relationship between staff commitment (representative, occupation orientation, organizational orientation) and high level perception of self-efficacy, and none-aligned staff shows the lower level of self- efficacy. Lutas and et al (2006) found that self- efficacy is job regulator and can be the factor for increasing organizational commitment, of course as it cause to decrease the tendency to leave organization.

2.2. Effective factors on self- efficacy

Cognitive-social perspective has adopted positive view in formation and change of self- efficacy beliefs, in which people are producers of experiences and event formatives. Among the mechanisms of human agency, none of them is more dominant than personal self- efficacy beliefs. The believe forms the human agency (Bandura, 2000, quotes from Bakhshaie, 2007). Bandura (2000) with respect to evolution, adaptation and human transformation has determined four types of effective factors which include:

Personal agency

That's subject to individual's behavior. Based on this, people are partly the product of their own environment, but they are environment too productive by means of choice, creation and change of

environment. The capability enables them to influence the thread of events and involve into formation of their life.

Proxy agency

Efficacy is done through the elector. In this case, the person in order to achieve his goals first effects on surrounding environment. In fact, in many of activities, people don't have direct effect on social conditions and legal activities that have influence on their lives. In such situations they seek well-being through other person. In this manner of agency that is a kind of social intermediate, people try to select certain and effective individual or individuals in order to achieve their desirable consequences.

Collective effective agency

The third type of agency in which people act as a group to shape its future. Interdependence of human performance to the performance of others develops collective agency. Common beliefs in the ability to influence by collective action are the notion of collective agency. Collective efficacy beliefs develop commitment and collective motivation in achieving the objectives, and the flexibility against disasters and the realization of function (Bakhshaie, 2007).

Organization agency

Another type is organization agency; organizational agency can be seen through applying aimed acts of organization in achieving the goals of training and the organization differences in goal selecting. On the other hand, Goddard and others (2000) posed organizational learning to better understand the pattern of collective efficacy. Organizations are also learn like individuals, and thought of organizational learning is based on cognitive activity of individual learning; More simply, organizations apply processes that are equal in individual learning processes and organizational performance depends on the knowledge, substitution learning, autonomy and self-reflection of the members of organizations (Bakhshaie, 2007).

4. Human resources management strategies

In recent years organizations have been devoted a large portion of time and capital of leading organization. Now, smart managers know that how much they invest in the development and promotion of human resources, they have ensured the successes, efficacy and competitive advantage of their organizations.

If we recognize modern organizations as one of the most important innovations of this century, the success of the organization depends on effective use of resources and efficient combination of them in the implementation of organizational strategies. Axis of any organizational strategy and policy and any utilization of the resources are members of the

organization. The success or failure of an organization completely depends upon the way of attracting and maintaining its human resources. (Jazani, 1999)

Strategic human resources management has performances or duties which are implemented in organizations to provide adequate and coordinated human resources and to achieve the goals of the organization. And in fact the performances of strategic human resources management mean that organizations can penetrate in skill, attitude and behavior of staff commensurate with their jobs to achieve organizational goals (Collins and Clark, 2003). In a study, staffing, training, performance evaluation, compensation and participation has been introduced as a component of performances of strategic human resources management (Chen and Huang, 2009).

4.1 The importance of strategic human resource management

When valuable human resources is the most important strategic resources of organizations and in situations where other resources and even advanced technology are deemed incapable without the presence of training human resources, organizations are facing many challenges in attracting and retaining staff with the capabilities and various expertise, Challenges such as: how to create inner harmony and synergy between various actions of human resource management system such as:

How to supply required human resources (sourcing the work to the company's internal or outsourcing) the type of employment (part-time, full-time, long permanent or contract) training and development, performance evaluation, compensation and payment of service, participation, motivation and control.

How to classify staff according to their importance amount in achieving strategic objectives and management of different groups of staff, How to communicate, adapt and integrate human resource strategy with upstream strategies of the organization (ego, business strategy and business strategy).

4.2 Role of Strategic Human Resource Management in Effectiveness (self-efficacy) of staff

Two main factors in the management actions are: human and operational systems of organization. Since the operating systems are implemented by humans, so it can be rightly claimed that the most important capital of organization is its human resources (Jazani, 2004: 3). If we know modern organizations as one of the most important innovations of this century, the success of these organizations depends on the effective use of resources and its efficient combination in the implementation of organizational strategies.

Talented and capable workforce that has motivation and fervency to service in the organization is the largest capital's organization in achieving

development goals. Although capital and technology have significant role in the development of organizations, but it must be acknowledged that the role of human resources in the organization is more important. It is important in the field of human resource management that managers and supervisors of human resources management of organizations should be learned that utilized which methods and tools to attract and susceptible force-finding, improvement, and their motivation and capability to have a better performance in implementing organizational tasks (Eyvazi zadeh, et al, 2000: 299).

If we review the branches and the criteria of effectiveness are presented by pundits and experts in the field of management, we realize that human

resources management can directly and indirectly play an important role in improving these indicators such as the rate of displacement and leaving of the staff, the rate of absence of the staff, adaptation of role and norm, quality of products or services produced, the rate of incidents, flexibility, adaptation for changing its standard operating procedures in response to environmental changes, job satisfaction, staff 's motivation, and staff's moral.

5. Conceptual model

According to the theoretical bases of Figure 1-1, the conceptual model of the study is presented. In this Figure, criteria variable is self-efficacy and predictor variable is training and participation of staff.

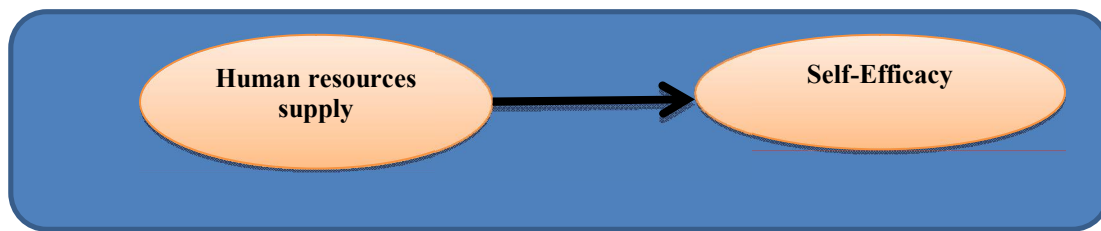


Figure 1: the conceptual model of the study

6. Research Methodology

The method of present study in terms of the purpose is functional and in terms of the nature is correlation. Statistical community in this study, regarding to the subject of research and the scientific level of the questionnaires and also the opinion of academic advisors and consultant, the sample size were selected among diploma holders and higher (the working day), that basically make key and headquartering positions in administration, for this all people were considered from considered statistical community that include 522 people of the working day forces with training level higher than diploma from various levels and 222 staff were selected randomly by using simple random sampling.

We used researcher-made questionnaire with 28 items and the type of 5 options scale of Likert spectrum to assess the strategic performances of human resources management and used Bendrova

self-efficacy scale (1997) include 25 items with 5 options of the type of Likert spectrum to assess self-efficacy of the staff. Their validity was confirmed by masters and its reliability was calculated by use of Cronbach's alpha coefficient as Table 1.

Table 1. Reliability coefficient of variables using Cronbach's alpha

Variables	Scale	Cronbach's alpha
Criteria	Self- efficacy	0.91
Predictor	Human resources supply	0.60

7. Research findings

7.1. Main hypothesis there is a significant relationship between the human resource supply and staff self-efficacy of general directorate of ports and Maritime of Khuzestan- special economic zone of the imam Khomeini (RA) port.

Table 2. Correlation analysis results between human resource supply and self-efficacy

Test type	Predictor variable	Criterion variable	Correlation coefficient	Significant level
Pearson	human resource supply	self-efficacy	0.19	0.001

According to results obtained from Pearson correlation coefficient in Table (2-7), and the calculated significant level, there is a significant and positive and Lower middle relationship between two variables of human resource supply and staff self-efficacy of general directorate of ports and Maritime

of Khuzestan- special economic zone of the imam Khomeini (RA) port to amount of 0.19)($p \leq 0/05$).

According to Table 6, results obtained of the correlation test showed that there is a significant and positive and Lower middle relationship between two variables of human resource supply and staff self-

efficacy of general directorate of ports and Maritime of Khuzestan- special economic zone of the imam Khomeini (RA) port to amount of 19%, and It can be admitted that there is a significant correlation between the human resource supply and staff self-efficacy of general directorate of ports and Maritime of Khuzestan- special economic zone of the imam Khomeini (RA).

Having positive beliefs about themselves could move forward person and his belief will be successful in completing assignments. Many researchers believe that one reason for the lack of commitment of staffs to the organization and ultimately turnover, inability to complete tasks successfully. On the contrary, having a positive spirit towards their abilities can also be individual's motivation and more effort. Organizations should hire people who have high self-efficacy.

Such people have great motivation to engage in behaviors that will help them better implementation of performance. Measuring self-efficacy can be made during the selection and promotion processes. So the research hypothesis is accepted and result of this research is consistent with research results of Niuv (2010), Nlia (2008), Adjivla (2007), Smith (2011) and Lutans et al (2006).

8. Conclusion

In the present tumultuous world, the only way to prosperity organizations is relying on its qualified staff. The self- efficacy of the staff is one of the main factors of creating competency in the staff. One of the key tasks of managers in organizations is to provide the necessary conditions for the establishment and strengthening of self-efficacy in staff. For making self-efficient of staff, managers should make the work environment lively and active and be sure from the clarity of purpose. And increase sense of empowerment in staff.

They can also in providing feedback or describing the success makes the staff aware of their performance feedback. They can be sure that staff is clearly aware of how their works effect on organizational outcomes. Any organization to succeed and achieve the goals, their mission and vision requires the staff with the appropriate skills and competencies to communicate with each other in organization to be able to carry out assigned duties in good shape. For empowering staff, managers should make work environment as attractive and lively. To achieve the goals and mission of the organization would not be certainly out of reach if such a link would be created in each organization.

Committed individuals are less likely leave their jobs and also need little to have direct supervision and oversight of managers. Staff with suitable self-efficacy and through appropriate communication skills

with organization managers can have good and appropriate relations, and this can also plays a positive and constructive role in their loyalty and commitment in the organizations. As a result having organizational commitment and loyalty among the staff can have a positive effect on the delivery of services to customers of organization and finally achieve customers' satisfaction.

Managers help empowerment of their staff through emotional motivation, and encouraging the staff, attractive and cheerful lectures, and holding organizational atmosphere cheerful, and investment on some principles such as: having clear goals and objectives, self-management, give points and feedback, which cause excitation.

9. Research suggestions

-It is suggested that regarding to human resources which are a valuable asset and important capital of this organization and to access a competitive advantage compared to other internal and external ports directly depends on the efficacy and effectiveness of the human elements, therefore human resource managers by providing work attractive, vivacious environment, verbal encouragement and appropriate compensation (Considering that staff have different needs and perceptions, should recognize which compensation have high value for the staff) provide the field of successful performance of staff.

- It is suggested that in this organization by designing efficient system in staffing, selection and recruitment of specialist and empowered human resources, such as structured interviews and the psychometric tests and by holding training courses in the beginning of tenure and in-service provide the field of attraction and presence of self-efficient committed and empowered staff in the organization.

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