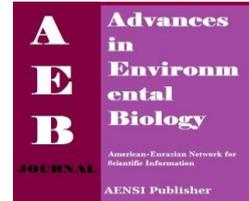




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The Relationship Between Empowerment and Organizational Commitment of Maskan Bank

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ABSTRACT

Nowadays, due to the rapidly changing environment, organizations are forced to adapt to new conditions of modern management techniques can help. Empowerment as one of the most useful tools Artqa'kyf staff and increase the effectiveness of the new methods of management is considered. Competitors in order to achieve alignment with existing organizations with the knowledge, ideas, energy and creativity of all employees, including queuing, Staff and senior management needs. In order to accomplish this can be by empowering their employees, encouraging them to take the initiative and without pressure and with respect for the collective interest of the organization, with minimum supervision and perform duties as the owner, should be taken. So now staffing agencies is a major investment. Organizational commitment is one of the variables that can affect the performance of human resources in an organization is effective. We can say that one of the issues that are affecting organizations in Iran. Low organizational commitment and loyalty of employees in the organization is not. This study examined the relationship between employee empowerment and organizational commitment has paid the mortgage bank. Kind of practical purpose of the study and correlation of data collection methods - field. Firstly, using field survey data were collected. The questionnaire developed by the researcher based on a standard questionnaire Asprytz employee empowerment and organizational commitment Allan Mayer has been used as the primary means of gathering information. To determine the reliability of this questionnaire was calculated using Cronbach's alpha value of 0.882 for the entire questionnaire. For each of the organizational commitment questionnaire is 0.901 and 0.856 empowerment coefficient of the test range from zero (no correlation) to +1 (perfect correlation) shows.

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INTRODUCTION

Element of creativity and knowledge in today's organizations as the lead element of competition between organizations has been proposed. According to the present situation as well as managers are less likely to garner information their members through coercion. Movement toward the creation of an internal commitment and confidence in the organization. All these factors together causes an increase in the importance and necessity of empowerment and commitment in organizations. So in the present circumstances, the two elements of organizational commitment and employee empowerment as key determinants of the development process. In fact, we can say that human resource empowerment tools and knowledge to improve the organization., It is important that the role of human resources.

So have abilities that can be used in organizations. Therefore, the managers can Nmndsazy an important challenge today is called. As a committed and capable workforce, one of the conditions necessary for the effective functioning of the organization is new.

2. The research literature:

These motivational empowerment perspective:

Some scholars define empowerment have provided a more theoretical perspective. From their perspective, empowerment is a process of internal work motivation. The preparation process through the creation of a way to convey your feelings - greater effectiveness and higher force., Thomas, Kenneth and Lthavs the article "Cognitive elements of empowerment" interpretive model for intrinsic motivation, task defines empowerment

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are: empowerment, empowerment of the individual, and the assignment of capacity. presented in this paper is motivated by empowering title for the new paradigm., this new paradigm with simple controls and an emphasis on internalized commitment to the job itself.

However, the process of developing a culture of empowerment and self-development will include:

A - contribute information to form a common vision, clear goals and clear decision-making framework

B - Increasing competence through learning and experience

C - In order to gain more things to do

D - providing support in the form of guidance and coaching, supporting and encouraging risk-taking culture

Creation of organizational commitment:

It is proposed to engage in three stages:

1 - Acceptance: At this stage, a person influences others to get what accepts such rights.

2 - identify or replicate this stage, a person fulfilling relationships and their influence continues to be raised. Individuals to join their organization proud.

3 - Internalization: At this stage, the person realizes that values nature and essence "and rewarding consistent with their personal values.

If we make a commitment to high style will help us To understand how various organizations in their organizational commitment to the troops. One of these organizations is based on That type of commitment is shown through the classified For example, religious organizations have been formed from members who have internalized the values of the organization.

Rezaei, research to investigate the relationship between quality of work life and organizational commitment, and a sample size of 149 water and wastewater company in Tehran were selected by cluster sampling. To analyze the data, descriptive statistics and inferential statistics including mean, standard deviation, independent t test, Pearson correlation and regression analysis were used. The results indicate that: 1 - the quality of work life and organizational commitment, there is a significant positive correlation. 2 - the emotional commitment of a significant positive correlation between quality of life and work there. 3 - the quality of work life and sustained commitment and significant negative relationship between 0.4 - there is no significant relationship between quality of work life and normative commitment.

Buffer and Samch research investigated the relationship between empowerment and organizational commitment and organizational citizenship behavior among teachers of high school students did And whether these enabling factors predict outputs. A sample of 983 Israeli schools were selected Also, Pearson's test and multiple regression analysis were used. The results showed that among the components of empowerment and organizational commitment and organizational citizenship behavior relationship exists Among significant components of empowerment and autonomy were predictive of organizational commitment and organizational citizenship behavior.

3. Research Methodology:

Hypothesis

The hypothesis of this study are as follows:

Empowerment and organizational commitment among staff in the central offices of the Maskan Bank, there is a significant relationship.

Above hypothesis in the null hypothesis (H0) and the hypothesis (H1) is expressed as follows:

H0: Empowerment and organizational commitment among staff in the central offices of the Maskan Bank has no meaningful relationship.

H1: Empowerment and organizational commitment among staff in the central offices of the Maskan Bank, there is a significant relationship.

Hypothesis testing:

To test this hypothesis, the Pearson correlation test was used. In this test the null hypothesis of zero correlation coefficient (no relation) is. If the test significance level of less than 0.05, the null hypothesis will be rejected. In this case there will be a relationship between the variables.

Table 1: Pearson correlation for empowerment and organizational commitment.

Normative commitment	Continuous commitment	Affective commitment	Organizational Commitment		
.200**	.174**	.283**	.498**	The correlation coefficient	Empowerment
.003	.010	.000	.000	Significance	
220	220	220	220	Number	

4. The Results:

In this paper, according to the hypothesis of Pearson correlation coefficient equal to 0.498 significance level test 0.001. Given the significance of Pearson test less than 0.05 is assumed to be independent variables is rejected. Between empowerment and organizational commitment of the employees of the central government housing bank, there is a direct relationship. The empowerment and affective commitment, continuance commitment and normative commitment directly had a significant relationship.

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