The effect of in-service training on empowerment of staff at the University of Tabriz

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Abstract

Human resources as the greatest and most valuable asset is the asset of any organization and, unlike other organizations in addition to the resources by taking dissipation and reduced capital that is not only growing, but is. And never by taking not amortized but with the experience and skills that lead to better performance and more organizations will be attained. Enterprises to succeed in today's changing business environment, to empower their employees cooperate. In this study, the role of education in improving human capital empowerment in Tabriz Azad University investigated and the results show that the training empowering effects on human capital (confidence, self-efficacy, and sense of self-regulating effect) has a positive effect.

Keywords: education, empowerment, human capital.
Introduction

The economic literature is rooted in the concept of human capital (Becker 1996). In fact, they are the qualitative characteristics of the capital. Human capital rather than physical capital is not financial capital but human capital as the knowledge, skills, creativity, and individual health is defined. Becker pointed out that human capital, physical capital and finance capital are all manner of forms of capital the difference stems from the fact that a person cannot be the skill, health, and separated values. While the possibility of individual assets and property there. This means that the most stable and reproducible capital is the human capital. According to Schultz in 1971, formal education and training tools to improve productive capacity are important and even essential. He also investing in human capital as education knows the criteria for registration. (Schultz, 1992). Several definitions of human capital has been suggested that each have different properties and characteristics of human capital are emphasized. Today, organizations in highly competitive environments, with amazing transformation should be governed. In such circumstances, managers do not have much time to control employees must spend most of your time and energy identifying the internal and external environment and other everyday tasks entrusted their employees. When employees can well afford the duties of skills, knowledge and abilities necessary and objectives of the organization are well known. The tool can help managers in the field to rush the process of empowerment. (Abdollahi and others, 1385).

One of the tools for empowerment of human capital is education. The ultimate goal is staff training, efficiency and effectiveness and better. So study the results and efficiency of education and awareness necessary for the educational process and with this work, further education will be ring. In fact, assessing the effectiveness of training courses on the one hand, a mirror provide the leadership, a clearer view of how to achieve quality and quantity of training activities On the other hand, planners and staff to provide the organization with respect to the positive and negative aspects of the program, aware. In this way, the effectiveness of the programs and activities of human resource training support. This type of training is mainly on three fundamental elements of knowledge, skills and attitudes to be offered to create or change (FathiVajargah K, 2010).

A review of the principles and Literature

The definition of human capital empowerment

Empowerment (empowerment) is the process of empowering the people. In the process, help people to improve their self-esteem and the feeling of powerlessness and helplessness overcome and this means mobilized inner motives of individuals. Enabling encourage more people to participate in making decisions that impact on their activities. Provided an opportunity to present their ideas and run. Enabling means that people are simply encouraged playing a more active role in their work and so far as that process to take responsibility for improving its activities without recourse to higher authorities to take key decisions. (Abdollahi, Bijan and naveh ebrahim, 1385).

The reasons for Empowerment

There are two types of sub-organizational and inter-organizational reasons have been introduced:
Internal reasons, factors that lead to increased motivation and improve employee productivity. Including employees need to be honest: it means, clearly more aware of the rules of the game.

External reasons: the factors that can improve the quality of customer service and provide patrons. Issues such as the need for flexibility, intense competition, rapid changes and incredible technological progress, higher demand for quality services, and resource constraints and the need to respond quickly to customers' expectations is included (Hassanpour et al. 1390).

Methods and programs for empowerment
Empowerment can be done in different ways, including:
1. Participation in this way, decision-making is delegated to staff. Involving employees and their active participation in decision-making and project organization, as one of the mechanisms and best practices is empowerment, which can lead to motivation and job satisfaction, and ultimately improve their empowerment.
2. Involve the people: experiences, ideas and suggestions by staff included.
3. Create commitment: a commitment to the goals of the organization more staff, and improve job satisfaction and it is.
4. Flat structural: in this way, cross the structure and reduce the number of layers and levels of management in the organizational structure done.
5. Education is undoubtedly one of the most important tools in enabling effective training and force employees to achieve organizational goals. If useful training programs will be implemented with the involvement and support are relying on scientific methods. The true purpose of communication between employees and management training programs as well as participation in enterprise applications to enhance work motivation. Through periodic meetings, workshops and lectures please are achieved. In addition to teaching and learning, mechanisms such as performance management, coaching, job rotation and succession planning can play the role of the education system; empower employees (Amirkhani, AH, 1385).

Empowerment
In one of the studies in the field of empowerment by Spritzer four dimensions of empowerment were identified. A later study Mishra, another dimension has been added to the five key dimensions of empowerment was formed. Five key dimensions of empowerment are:
1. Efficacy and competence;
2. A feeling of self-organizing;
3. Personal accepts the result;
4. To be meaningful;
5. The trust.

Background:
Empowerment can be mitigated by a significant increase, competency and autonomy (self-determination) to reduce occupational stress or tension. Gardel's research found that non-challenging tasks and monotonous, lacking specificity, "meaning" is stressful.

City and colleagues (2013), this research showed that there was a significant positive relationship between psychological empowerment and commitment. (Kirkpatrick, 2008) The results of the evaluation based on Kirkpatrick's four-level model of leadership training
workshop was conducted at the University Kateryplar, At the first level evaluation of the responses shows that 87% of the participants of the workshop and given that the evaluation participants through exams not a good method. To gather more information from interviews have also been used. As well as to evaluate the behavior of participants in the workshop stated that upon completion of the workshop, have been able to work in an environment of material that have learned to do, the results of the evaluation of the behavior in other cases as follows: Telecommunications (58%), ability to make decisions, 42%, 50% and increase interaction quality is 18 percent. (Kirkpatrick).

Alwan and colleagues (1391) in this study to investigate the relationship between empowerment and deal with organizational performance formal teacher education Rasht district one and two paid The results showed that, between empowerment and sub-hypotheses related to the functioning of the organization is significant.

Rezaee (1390) in a study to evaluate the effectiveness of training as primary school teachers Qom action using Kirkpatrick's model, results such reports: Favorable response than training teachers around the roots have been able to improve learning and knowledge and training teachers in the teacher's behavior and the results were effective (Rezaee, 2011).

Motallebi nejad (1389) study entitled "Evaluation of the roots of the computer application training staff Tehran Based on Kirkpatrick's national oil company" did. The findings imply that the first level, staff has shown a favorable response over the period. At the second level findings suggest acceptable learning staff and third-level results showed positive changes in the behavior of employees participating. Also in the fourth level, the findings indicate positive results for the period are (Motalebinejad, 2010).

Ahmadi (1389) conducted a study to evaluate the effectiveness of in-service training employees Golsar Gulf and provide recommendations to improve the courses carried out. The findings showed that although training courses provide learners relative satisfaction, but the same cannot be all-inclusive. So that workers, the experts were less satisfied. Also courses have been able to significantly increase students' knowledge. But the workers also showed relatively little change experts. In connection with the performance of learners as well as many skills mean score inclusive of people who have not participated in these courses more, But the differences between the control group and experimental group evaluation, the experts workers was higher (. 2010 Ahmadi et al).

Rajabbaigy, phosphors and Wise (1388) by examining the factors affecting empowerment Knowledge Workers Petroleum Industry Research Center, showed that five effective factors: management support, organizational culture, job characteristics, organizational structure and job content 44/8 percent of all variables affecting empowerment knowledge workers explain (Rajabbaigy et al., 1388).

Shafi relationship between employee empowerment and organizational learning can be studied in National distribution of petroleum products Concluded between employee empowerment and organizational learning there was a significant correlation (Shafi, 1385).

A study entitled "The relationship between psychological factors empowerment and organizational performance in branches of Mellat Bank in Tehran" by Mojtaba Norouzi (1384) was conducted. The results showed that branches in which psychological factors empowerment (meaningfulness, competence, effectiveness, choice and confidence) have higher average, been higher efficiency and vice versa (Spring, 1384).

Model and research hypotheses:
1. Education on Human Capital Trust is effective.
2. The training of human capital affects self-efficacy.
3. Self-Organizing education on human capital is important.
4. Education is emotions affect the effectiveness of human capital.

**Research method:**
The present study regarding the purpose and the nature of descriptive and correlational, which examines the role of education in improving human capital empowerment, has been at the Free University of Tabriz. The questionnaires are used to collect information. The statistical population included 80 employees at the Free University of Tabriz that due to the availability of questionnaires distributed throughout the population.

**Testing hypotheses**
The first hypothesis: Education on Human Capital Trust is effective.

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<thead>
<tr>
<th>Education</th>
<th>Empowering employees</th>
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<tbody>
<tr>
<td>0/79</td>
<td>Trust</td>
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<td>0/000</td>
<td>Significance level</td>
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<td>80</td>
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Pearson correlation coefficient test results show that the correlation between education as independent variables and the dependent variable trust as the 0/79, which indicates a direct correlation between the two variables and the relationship between variables.

The second hypothesis: the effect of education on human capital is important.

<table>
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<tr>
<th>Education</th>
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<tr>
<td>0/81</td>
<td>Its effectiveness</td>
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<td>80</td>
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Pearson correlation coefficient test results show that the correlation between education and self-efficacy as the independent variable as the dependent variable to 0/81, which indicates a direct correlation between the two variables and the relationship between variables.

The third hypothesis: Organizational impact of training human capital is important.

<table>
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<td>0/82</td>
<td>Self-organizing</td>
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Pearson correlation coefficient test results show that the correlation between education and self-organizing as the independent variable as the dependent variable to 0/82, which indicates a direct correlation between the two variables and the relationship between variables.

The fourth hypothesis: Learning to feel the effects of human capital is important.

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<th>Education</th>
<th>Empowering employees</th>
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<tr>
<td>0/78</td>
<td>Feel effectiveness</td>
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<td>Significance level</td>
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Pearson correlation coefficient test results show that the correlation between the effectiveness of education as the independent variable and feel as the dependent variable to 0/78, and Indicating a direct correlation between the two variables and the relationship between variables.
Discussion and conclusion:
In today's world leading companies, more than any other time period and have realized the importance and attention to its human capital. They have discovered how to maintain and develop its human capital with greater emphasis was placed on the highest point of the global economy.

Human capital is the key to economic growth communities. And a capital that is essential for economic growth and development organization helps, and in this sense it can be compared with capital and physical assets of the organization.

Since the ability and skills to help organizations better performance and efficiency, any costs in training and development are a long-term investment that organization for a long time can benefit from it. The reason for this is that in today's highly competitive and changing environment with the help of creative and innovative workforce that can achieve a competitive advantage.

Kirkpatrick and Motallebnejad in their study suggest that those who have completed workshops, after completing the workshop, able to do things that they have learned in their working environment. This is consistent with the hypothesis that all such dimensions are self-efficacy.

Rezaee research suggests that courses in teacher behavior and effective results that is consistent with the hypotheses 2 and 3 (later self-assembly and self-efficacy) is consistent.

Research on the role of money in service training to improve staff training courses on such statements that are not all-inclusive. And workers are less satisfied than the experts with all four of our hypothesis does not correspond to because in this research hypotheses have been positively evaluated the impact of training courses for all employees.

Ahmadi in research on the role of education ministry staff regarding the recovery of such statements is: Not on the all-inclusive training to experts workers are less satisfied with all four of our hypothesis is not consistent. Because in this research hypotheses have been positively evaluated the impact of training courses for all employees.

Rajabbaigy and factors affecting Empowering Knowledge Workers Petroleum Industry Research Associates, showed The management support, organizational culture, job characteristics, organizational structure and job content variables affecting the empowerment of knowledge workers knows that different components of the research is to empower states.

Mojtaba Norouzi in their study to examine the relationship between psychological factors empowerment with organizational performance in terms of components of the review and the results of this study are consistent.

In general, the research results of the study indicate that between education and empowerment of human capital (confidence, self-efficacy, and sense of self-regulating effect), there is a significant positive correlation relationship.
References