Investigating the Effectiveness of Training of Managers with Good Governance Approach: A case study on the senior managers of Eastern Azarbaijan Province

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Abstract

This study is intended to scientifically study the good governance from the senior managers' point of view as well as investigate the effectiveness of conducted trainings.

In order to solidify the culture of good governance (which refers to deduction of processes, structures and formal or informal regulations by which, individuals or organizations may exercise their power on decisions influencing their prosperity and quality of life), reverence to the visitors, job satisfaction, and increase of efficiency, managers' abilities which reserve a high sensitivity, should be upgraded in the fields of good governance, and the available facilities should be benefited in order to achieve the aims and survival of the organization, and make use of own potentials into changes, evolution and good governance; since the efficient life of an organization is possible through increasing managers' skills (technical, human, perceptual), increasing efficiency of knowledgeable, skillful, creative and capable managers in leadership of organizations. In this respect, service training, despite their high costs of work power and manager training, is one of the most effective and valuable measures; and if accompanied by scientific planning and detailed implementation along with accurate administration in any country, we will achieve the desired aims. This fact reminds the necessity of investment in training of senior managers as a fundamental elements of development, which leads to increase of productivity and social welfare. (Sabbaghian, 1374, 125)

Results

Training of senior managers with good governance approach has been effective with components such as faith in and practice of consensus, attraction of partnerships, practice of fairness and justice, upgrading their performance efficiency, observing the right of commenting for the peers, regarding work transparency of the managers and senior managers in the dominance of law.

Keywords: Training, senior managers, good governance.

1 Shirazi
2 Alagheband
3 Mohammadi
4 Drocker
5 Doa'ei
Introduction
It truly is the art of working with others and by others to be able to work with others and used them motivated. Should meet the needs emotionally, psychologically and noted within individuals and clients and their relative satisfaction, respectively.

On the other hand, senior level management to lower levels of management, the utmost sensitivity and subtlety. Therefore, top managers of the province to increase the effectiveness, organizational effectiveness and ensure good management atmosphere for teaching and learning new findings in the field of management and planning are needed.

Therefore, in this regard, and to establish a culture of good governance, the status of processes, structures and regulations to define the ways in formal and informal, by which individuals and organizations can on decisions that affect their well-being and quality of life, will pay. Respect of clients and satisfaction and job satisfaction and increased efficiency it should be sensitive management capabilities is particularly important, in the context of the promotion of good governance. This is not possible without education provincial senior managers. Why does a person realize his talents in the shadow of Education could recognize his surroundings. As well as the facilities in their working environment in order to achieve the organization's goals and benefit their talents to change, transformation and good governance apply. For effective organizational life through enhanced management skills, increase management efficiency knowledgeable, skilled, creative, and capable level. This makes continuous training of employees, especially managers inevitable. And the need to invest in the training of senior managers in the provinces that increase the production and social welfare paid Shvdbnvnan essential pillar of development (Sabbaghian, 1374).

In this regard, training of senior managers and the province is one of the important steps and valuable scientific planning and implementation of applied If you, by improving the management Scientific Director of positive and effective steps to promote job satisfaction and staff satisfaction and honor clients and staff will be removed.

Research purposes:
The main objective of this study was to evaluate the effectiveness of public sector senior executives based on good governance in East Azarbaijan Province, which is intended to make these goals can be divided the following details:

Scientific research purposes:
- Evaluate the effectiveness of senior managers in the public sector in East Azarbaijan Province to believe and practice the consensus of managers
- Evaluate the effectiveness of training senior director for East Azarbaijan pointing out government participation in the process of good governance based management.

- Evaluate the effectiveness of senior managers in the public sector in East Azarbaijan Province fairness and justice
- Evaluate the effectiveness of senior managers in the public sector to improve the efficiency of their practice in East Azarbaijan Province.

- Evaluate the effectiveness of public sector senior managers of East Azarbaijan in compliance voice et al.
- Evaluate the effectiveness of public sector senior executives province of transparency in the management job.

- Evaluate the effectiveness of public sector senior managers of East Azarbaijan in the rule of law

Practical purposes of research: Applied research objectives are as follows:
- Determine the shortcomings and weaknesses of training courses to senior management and good governance.

- Proposed to eliminate the shortcomings and weaknesses of the upcoming period training senior managers.

- The elements of good governance based management for senior executive's provincial style.

The population and sample

The population consists of all directors and deputies of provincial administrations of East Azarbaijan, which is based on information from 118 people. Based on a formula to determine the sample size of the study sample size was selected to 92 people.

The findings are as follows:

Hypothesis 1: Learn to think and act in consensus-building managers, senior managers were effective.

Depending on the type variables used in the test this hypothesis, the t-test of independent groups. According to calculations made and credits given t-factor for a number of hypotheses respectively is T= 4.587 and P= 0.001 is. And with respect to the value obtained for the maximum acceptable level of validity to verify the hypotheses (P =0.05 ) is smaller, so it can be concluded that the hypothesis verification number one is.

Hypothesis 2: training for senior managers to engage in good Brhakmyt based management process has been effective.

The results of t-test showed that t-factor and level of credits given for hypothesis number two respectively is T= 5.521 and P =0.001. And with respect to the value obtained for the maximum acceptable level of validity to verify the hypotheses (05 / = P) is smaller, it can be concluded that the hypothesis is confirmed.

Hypothesis 3: training senior managers were effective in fairness and justice.

The results of the t test and the result shows the value of the credits given t respectively T= 5.812 and P = 0.001 is. And with respect to the value obtained for the maximum acceptable level of validity to verify the hypotheses (05 / = P) is smaller, so it can be concluded that the hypothesis is confirmed number three.

Hypothesis 4: training for senior managers to improve their performance efficiency has been effective.

The results of t-test showed that the amount and level of credits given t ratio was equal to T=3.976 and P=0.003. And with respect to the value obtained for the maximum acceptable
level of validity to verify the hypotheses (05 / = P) is smaller, so it can be concluded that the hypothesis is confirmed number four.

Hypothesis 5: training of senior managers in respect of the right to comment collaborates effectively.

The results of t-test showed that the amount and level of credits given t coefficient respectively is T=5/450 and P=0/001. And with respect to the value obtained for the maximum acceptable level of validity to verify the hypotheses (P=0/05) is smaller, so it can be concluded that the hypothesis is confirmed number five.

Hypothesis 6: training of senior managers in respect of transparency has been effective.

The results of t-test showed that t-factor and level of credits given for hypothesis number six respectively with T =3/922 and P= 0/001 and since the value obtained for the maximum acceptable level of validity to verify the hypotheses (P =0/05) is smaller, so it can be concluded that the hypothesis is confirmed number six.

Hypothesis 7: training of senior managers in the rule of law has been effective.

The results of the t test and the result shows the value of the credits given t respectively T=10/520 and P=0/001 is. Since the value obtained for the maximum acceptable level of validity to verify the hypotheses (P=0/05) is smaller, so it can be concluded that the hypothesis is confirmed number seven.

Conclusion
If the in-service training for senior managers with scientific planning and implementation of good governance it is necessary to promote the respect of clients and satisfaction, job satisfaction, performance of managers and staff will be increased. Upon investigation, we found that training senior managers East Azerbaijan province, a good governance approach, effectiveness and outcome of each of the hypotheses that follow.

- The first results of this study show that training senior managers to think and act in consensus-building managers were effective.
- Training senior managers were effective in fairness and justice.
- Training senior managers towards participation has been effective.
- Training senior managers to improve their performance efficiency were effective.
- Training senior managers in respect of the right to comment collaborate effectively.
- Effective managers have been trained senior managers in observance of transparency.
- Training senior managers towards the rule of law has been effective.
References


