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Influencing factors on Attitude toward Empowerment of workers agents in Mazandaran Province

Gholamreza Dinpanah and Mobarkeh Arab

Agricultural Extension & Education Department, Islamic Azad University, Sari Branch, Sari, Iran

ABSTRACT

The purpose of this study is to determine influencing factors on attitude toward empowerment of workers agent in Mazandaran province. This research was in type of descriptive- correlative the worker agents selected as statistic society and by using randomized stratified sampling method, 154 worker agent selected as statistic sampling. Validity of instrument of research established by a panel of experts consisting of senior faculty members in agricultural extension. Preliminary test and validation of questionnaire perform by worker agents in one of city out of sample, and cronbach alpha formula and result was 0.81. The result showed that 54.5 percent of worker agents and have 54.7 percent good and very good respectively toward empowerment. Also the results of the step by step regression showed that variables of educational objectives and job satisfaction during the two- step were entered into the regression equation, that finally they explained, 27.6 percent of variation of attitude toward empowerment.

Key words: Empowerment, worker agents, Mazandaran province.

INTRODUCTION

World population is currently growing and the need for food is also high. Based on this in Iran, if we go back to the 30's, the population doubled and low the per capita land it means, that for every two people in the 30's, there was an acre of land for cultivation. But nowadays for every 4.7 people exist an acre of land. So for being able to retain employment in the agricultural sector and provide food for them, with regard to importance of food security and raising the amount of production per unit surface and reducing the production costs and in real meaning economic production and agriculture, place of worker agent is significant and important. Progress of technology in different sections especially in agriculture section, Introduction of new varieties, efficiency of water, using of micronutrients and compliance with environmental issues and production of healthy product, importance the role of reagent to beneficiary, and the expert of this important issues should have enough knowledge to presented topics. Research and science day offered from research center by worker agent to operators. It means worker agent is nearest bridge with beneficiary of agriculture section and provides scientific and technical issues into simple language. Evaluation of promotional work and some times not welcomed by operators and reduce the effectiveness of promoting referred to worker agent role that should present. Way of presentation, model of presentation, speech language, and literacy of presentation, that all of this issues meaning as empowerment of worker agent.

It means that with empowerment of worker agent we can make strong beneficiary and improve more section of expressed concerns with empower them. Empowerment of staff, if be in same time with ethics of the organization can cause to improve of quality and efficiency. When managers are empowered to effectively, do not hesitate to assign responsibility and authority to any other employee. Empower of managers assigned two components with authority and responsibility to subordinate gladly. And with this work they will actually increase their authority [12]. Aghayar [1] in a research as "empowerment of new ay in the competitive environment" have concluded that from benefits of empowerment an pointed out to in creed (profit, quality, customer satisfaction, emotion of belonging, and ownership of employee to organization), improve of working conditions and reduction of (costs, waste, stress, resumes, direct supper vision of the supper visor)

Naderi et al [8] in research with title empowerment of staff through service training of Tehran oil refining company concluded that job abilities of staff is reinforced through service training, and further development of these abilities depends on manner presentation of service training. Rahnavard and Hosseini [9] in research as "effective factor on empowerment of omen" according to the results from exploratory factor analysis, were identified four category of titles factor "management attitudes", "group structure" , (value between the group) and (information relations) as effective factors in empowerment of woman stuff of telecommunication company of Iran. Sajedi and Onidvari [10] in researches "empowering employees and today organization" didn't see effective emphasis on security and serenity in work environment, aggression, exertion powers in achievements and authority. also he know necessary relations based on mutual respect and trust to create unity and collective responsibility in making decision, and he is believe if management can changed additional structures and existing regulations in empowering employees and group work, can announced that it was a step toward empowering it self, otherwise all of this efforts will failed Hermunsson and Martensson [6] in a research as empowering in the field of midwifery of conceptual analysis, showed the doing analysis on empowering that with improvement through see training in strategies of empowering through the their teaching and through the social knowledge enable to, influence on policy markers effectively, and cause to empowering of woman till can interference more on policy of child health care and mother for mothers , children and tomorrow family. Anderson and Funnell [2] in a research as empowering of patients: "myths and benefit changes" whether benefit of mention changes in above be based on beliefs and assumptions.

Approach of empowering consists of case and to help patients for showing their experience of living with diabetes. Ergeneli et al [4] in a research as mental empowering and its relation with confident in direct managers, he know the confident as one of the effective factors that emphasis on it.

Wiber et al [11] in a research as increase of society empowering through participatory research of fishery reach to this results that our participatory research pride a participatory learning environment that in contrast to Paulo freire thesis cause to empowering of all members of participant . this issue unparallel to need for participatory conduct with effective way that need to attitude in ((black box) is social capital to ward clear focus on history, distribution of wealth, balance of power and discuss barriers to communication. Kazem Hashemi et al [7] about intrapreneurial behavior did a research on worker agents and reach to this results that empowering of worker agent's psychology was moderate.

MATERIALS AND METHODS

This research has utilized an applied and scientific purpose. Survey research has been used for the purpose of this study. The study population included worker agents from the Mazandaran province (N=254). In this research used from stratified randomized sampling method. Based on Cochran formula, the number of worker agents was 154. To determine validity, several copies of the questionnaire were given to the professors of the department of the agricultural education and also to some of the experts in agricultural organization in Mazandaran province. And, to determine the reliability of the research instrument and get variance for sampling, some preliminary tests have been administered. In this test the questionnaire was given to 30 worker agents in Gilan Province in which climatic, economic, social and cultural conditions resembles the ones in the population. After collecting all data, Cronbach's alpha coefficient was calculated for all variables with a rating scale of 0.81. variables of this research are: educational status, leadership and management capabilities, job satisfaction, sanitary factors and motivational factors dependent variables in this research is attitude toward empowering for determine the educational status they were consist of 10 question, management capabilities and management consist of 10 question, job satisfaction consist of 11 question, motivational factors consist of 5 question. And sanitary factors consist of 6 question that an of them have spectrum of 6 option (none=0, very low=1, low=2, middle=3 more=4, very high=5) and attitude of likert with

11 question with spectrum of 5 option determined (completely disagree=0, disagree=1, have no idea=2, agree=3, completely agree= 4)

Table 1: Variables validity of the research

Variable	Cronbach's alpha
Jab satisfaction	0.85
Leadership and management capability	0.91
Job satisfaction	0.89
Attitude toward empowering	0.75
Motivational- sanitary theory	0.95

RESULTS

Attitude toward empowering

To determine extent of attitude worker agents mention toward empowering 11 option, till respondents express the extent of their agree or disagree with each of options the attitude was determined with likert spectrum 5 option that it's scale is as follows: completely disagree=0 , disagree=1, have no idea=2, agree=3 , completely agree=4. Therefore, maximum points of attitude 44 and minimum points will be zero. Under table show the extent of worker agent's attitude toward empowering.

Table 2: attitude status of respondents toward empowering

Category of scores	Attitude toward empowering	Frequency	Frequency percent	Cumulative frequency percent
0-9	Very weak	0	0	0
10-18	Weak	0	0	0
19-27	Moderate	0	0	0
28-36	Good	63	45.3	45.3
37-44	Very good	76	54.7	100
	Total	139	100	-

With pay attention to above table, 45.3 percent of respondents have good attitude to empowering and 54.7 percent have very good attitude. Mean of extent of attitude toward the empowering is 35.61 and its standard deviation is 5.06. To determine of extent of influence in every attitude buoys toward empowering from circumstantial evidence of changes coefficient used for any question. Results of table showed that more influence on empowering is about increasing the customer's satisfaction, increase the emotional of belonging, participant and responsibility of worker agents and create the idea and new creation and use of intellectual source.

Table 3: Ranking questions relevant to agricultural worker agent's attitude toward empowering

Attitude to ward empowering	Mean	Standard deviation	Changes coefficient	Rank
Empowering cause to increase the customer's satisfaction	3.34	0.56	0.168	1
Empowering cause to in crease the emotional of belonging, participant and worker agent's responsibility.	3.30	0.58	0.176	2
Empowering cause to create idea and new creative and more use of intellectual sources	3.28	0.61	0.186	3
Empowering cause to interaction and better relation with coworkers	3.16	0.60	0.189	4
Empowering cause to obtaining actual decision and increase the decision efficiency	3.22	0.62	0.193	5
Empowering cause to promote the organization performance and increasing the empowerment.	3.31	0.65	0.196	6
Empowering cause to increase job commitment and their responsibility	3.17	0.64	0.202	7
Empowering cause to improve the attitude	3.31	0.67	0.203	8
Empowering cause to increase the belonging and sense of owning to word their job.	3.16	0.64	0.203	9
Empowering cause to reduce the costs of organization and increase the worker agent's efficiency	3.23	0.67	0.207	10
Empowering cause to better interaction with supervisors	3.09	0.73	0.236	11

Completely disagree= 0 disagree=1 have no idea=2 agree= 3 completely agree=4

Study of the relation between educational status, leadership and management capabilities, job satisfaction of worker agents, motivational and sanitary factors and attitude toward empowering:

The under table show the extent, pressure and orient of correlation and meaningful level of educational status, leadership and management capabilities, job satisfaction, motivational and sanitary factors of worker agents with attitude to empowering.

Table 4: determine the relation between research variables and attitude toward empowering

research variables	r	p
educational status	0.289**	0.001
management and leadership capabilities	0.165	0.052
job satisfaction	0.228**	0.001
sanitary factors	0.049	0.564
motivational factors	0.073	0.396

** $p < 0.01$

As see in above table, educational status and job satisfaction with attitude toward empowering in level of 0.01 have positive and significant relation. For predict the influence of effective factors on empowering used from regression multiple variable with step- by- step method.

Table 5: step- by- step regression for explain the effect of independent variables to attitude toward empowering

Variable	B	Beta	t	Sig
Constant	22.4	-	8.14	0.000
educational status (x_1)	0.203	0.258	3.23	0.002
job satisfaction (x_2)	0.158	0.256	3.21	0.002

 $F = 11.83$ sig $f = 0.000$

In this stage after entering the effective factors in the regression equation and calculation of significant of each variable with using of step-by-step method, attain below results.

Regression with $F=11.83$ in the 0.000 level is significant. Variable of educational purpose explain the slope regression line $t= 3.23$ ($B=0.203$) and job satisfaction with the slope regression line $t=3.21$, ($B=0.158$) in the level 27.6 , 0/002 percent ($R^2=0.276$) from variation of attitude toward empowering.

$$Y=22.4+0.203 X_1+0.0158X_2$$

Table 6: coefficients of determine the effective variables in attitude toward empowering

Step	Variable	R	R^2
1	Educational status	0.385	0.148
2	Job pleasant	0.525	0.276

To predict the influence of effective factors (educational purpose , leadership and management capability, job satisfaction, motivational and sanitary factors) on attitude toward empowering of worker agents we used of , step- by- step regression.

This regression analysis has 2 steps that are as follows:

- First step: in the first step of regression analysis, the educational status variable entered to education. The amount of multiple correlation coefficients (R) is equal to 0.385 and determines coefficient (R^2) is equal to 0.148. It means that this variable explain 14/8 percent of empowering variations.
- Second step: in the second step of regression analysis the variable of job satisfaction entered to the equation with entering this variable the amount of multiple correlation coefficients (R). Increased to 0.525 and determine coefficient (R^2) increased to 0.276. indeed it's determine coefficient is 0.128. Its mean that 12.8 percent of empowerment variations explained this variable.

CONCLUSION

As the result show, educational status and job satisfaction with attitude to empowering in the 99 level have positive and significant relation. In words, with increasing the educational status and job satisfaction, the attitude of worker agents increased toward the empowering. The extent of this coefficient. In relation with educational status and job pleasant respectively is equal to 0.29 and 0.23 , that based on Divis table this correlation for educational status and job satisfaction is in the low level. The result of step-by-step regression show that variables of educational status and job satisfaction entered through 2 step in regression equation that finally explain 27.6 percent of attitude variations.

This results about educational status is aligned with result of research cowan and smith [3] and about job satisfaction with results of harris et al [5] and Rahnavard and Hosseini [9].

1. With improving interaction with their supervisors and provide the job security and give responsibility to them can do better their attitude.
2. Each worker agent should at first be manager and leader ship till can influence his effect on rural society. There fore, it's after to increase leadership and management capability between worker agents, why that empowering of rural person is depend on have empowerment worker agents.
3. With attention to rule of educational status of worker agents in their empowering after that educational. Periods planned based on their need and favorite .and also the periods shouldn't just increase the knowledge and awareness creation it should influenced their view, attitude and creation.
4. With attention to lack of ruled of motivational- sanitary theory in empowering the worker agents after that motivation factors presented in regard to personality characteristic and also status and environment should provide that doing between worker agents.

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