The relationship between Level skills & access to using IT & the amount of its productivity among employees & managers if sport boards and Club of Isfahan

1Mahdi Asgari, 2Abed Zaeimi, 3Mahsa Sadat Sharifi, 4Tannaz Tosi

1Department of physical Education, Isfahan science Medical University, Isfahan, Iran.
2Department of physical Education, Khorasan North Branch, Islamic Azad University, Bojnord, Iran
3Department of Education, science Application University, Tehran, Iran
4Department of physical Education, Gheshm Branch, Payam Nour University, Gheshm Iran

ABSTRACT

Background: The relationship between skills & access to using ICT & the amount of its productivity among employees & managers if sport boards of Isfahan

Materials and Methods: It is used Smirnov test for determining the nature of it & it is used Lovin test for surveying the variance congruity & it is used descriptive statistics such as; Pearson correlation coefficient & used SPSS19 software for analyzing data (the meaningful level is considered as P ≤ 0.05).

Results: There is a relationship between the level of skills in using ICT & the level productivity in employees & managers of sport boards of Isfahan and there is not relationship between available facilities in using ICT & level of productivity among employees & managers of sport board of Isfahan.

Conclusion: finding showed if there wasn’t the sufficient facilities in using ICT, productivity will be decreased & also, if there is not facilities maybe caused to increasing costs & times & then the productivity will be decreased. In other hand, not existing facilities such as; Internet caused to delay in the range of rivals & then faint in information systems in organization & caused to its productivity decrease lack of facilities due to decreasing skill & following that the favorable & interests will be decreased.

INTRODUCTION

One of the factors of differences is efficiency in human life & increasing the efficiency causes to increasing the quality of human life because it’s provided economical infrastructure for investment in education, hygiene, decreasing the poverty, social security & …..[4], in other hand, the most important goal of each organization is to obtaining optimum productivity is to regarding to the management of an organization to employees’ physicals & mental.

Provided to areas that operator of each work is tried by satisfaction & without any of persuasion of punishment in obtaining high productivity & personal & job & for arriving to this affair must be used from potential behavioral & emotional abilities managers of organizations whom they can steady economical & industrial competitions from others, these days resulted that productivity of organizations depend to the skills, knowledge, abilities thoughts & behavioral among its employees [5].

Since among products of factors, human source factors are known as coordination factors against other organization resources & also it is one of most important factor in increasing & decreasing organizational productivity, so has in the special places & this role is so important in service organizations since human is the important factor in these kinds of organization. If human abilities & productivity, can use other resources & then this organization will be productive [2].

In current world, information is considered as most valuable capitals of each organization. As the importance of ICT & is effects have increased dramatically & can feel the development & growth [22]. In total, productivity is use for showing the ratio of output & input of person to the organization.

Flexibility & the concept of efficiency & productivity in all current activities caused to the each pocket to the attitudes & areas of surveying showed the concepts. Following concept confirmed this subject:

1- Litter’s concept of productivity is the ability in producing.
2- Erly’s points of view: the relationship between output & using tools for producing some thing.
3- Better & transcendental life.

Corresponding Author: Mahdi Asgari, Department of physical Education, Isfahan science Medical University, Isfahan, Iran.
The strategic role of human resources in productivity:

The reason of concentration on productivity is intelligible & it is because of that the countries with high productivity in human resource move to the empowerment, but, unfortunately, factors that caused to the high level of employees’ productivity is unknown [20]. It is obvious that without employees’ commitment & partnership in the levels of organization, obtaining to the effective process on productivity management is not available. Regardless of this problem, when most part of workforces are responsible & commitment to the productivity & efficiency & also partnership in it how we can wait to produce & create the pragmatic culture in organization.

Paying little attention to the large share & potential work force & against rely more to the management levels for obtaining higher level of efficiency & productivity. Since employees have minimum role in program, the result are predictable; incuriosity, distrust & resistance against management forces to help the uninterested & inactive organizations to the higher level & the productivity & efficiency obtained so productivity. Some organizations find the importance of role of human resources; they knew the value of power of committed work force. So important resource & energies of management uses for making workplace that the employees can used the maximum of their capacities [3] for increasing the productivity among work force must start the conducting the workers & showing the optimum work methods but it is not same among educated employees & here must be changed the organizational & personal behaviors. [4]

Amplitude in management information systems:

In the history, methods have been masterminded for saving the data in order to subsequent recovery. Human recorded the data on rocks, stones, cave walls, animals skins, metal & paper & also forced for product the data, do some works on data & must be controlled, saved & organized them & provide the access facilities & manipulation & transport equipments [8].

Information systems are the group of organized procedures that when it is used, provided information for protection & supporting organizations, the meaning of data is tangible & intangible attributes which decrease unreliability about some situations.

IT Benefits:

Managers turned to IT for obtaining proper components of strategy, motivation, technology & organizational plan for durability & excellence in organization, so the managers can increase the operational productivity by strategic practices & also increase the coordination among departments. IT can play important role in organizational & institutional controls, information systems force the senior managers to make effective decisions & conduct the activities in providing strategic goals of organization.

In following, summarized the IT benefits for organizations:

1- Not covered by anyone that correct information is one of the most important factor of correct decisions & it is as blood that flows in the organizations’ bodies & fractures & also supporting the making decisions’ processes that are the most important task, of managers, informational systems processes the useful, correct & accurate information as health & power heart & communication technology circulate the information with speed, accurate & with low costs as life blood in within & between organizations, such as; video & audio conferencing, email, fax & even telephone.

2- Basically, need to IT caused by three factors: first, IT is a strategic industry & also considered as profitable world industries. Second, IT is known as mother & key technology & services. Third, IT is a basic infrastructure that enable all organizations to use human knowledge & also share in validity & work in proper informational spaces, decreasing their costs & increasing productivity & quality & products & services [5]

3- Coordination among works are most important task of managers, effective coordination will be increased increasing by using email & buying communicational software & IT is useful as decreasing the unreliability & lack of coordination among different persons & groups

4- The spatial & temporal boundaries of organizations are broken by IT such as; networks & then the persons communicate each other easily whether this communication is internal & external. [24]

5- IT takes these same capacities & abilities to the persons that they do more same works than what they do before.

6- IT has provided the new strategies for saving, recording, retrieval & transfer & achieving the informational systems more than before [7]

7- Update the information & sharing them caused to increasing creativity & initiative among experts who their basic work is related information.

8- Cars have conductivity just in road as technology, but IT is applicable in homes, offices, factories, transactions, telephones, pockets, space crafts, thermo regulators, sensitive units of cars & kitchens. Hammers just hit the nails but IT gives structures the human relationships for example; automatic teller machines can detect that whether your communicate to bank minimum 3 times each morning or not. Email forms your continuous interactions to others in all over the worlds & online newspaper archives enable you to learn diverse
The importance of productivity is not covered anybody, regarding to the development the competition, complex technology, exchange rate of information & variety of tastes. Today, productivity & efficiency have valuable places for managers & all of the follow to form the more productivity & effectiveness & increasing their tries for obtaining stability of organization in competitive world. Productivity (increasingly) based on knowledge, skills & ability of trained human intellect [1]

The IT is developed continually & with speed rate 1996 by digital information with any content for process & sowing & recovery the data [19] & it is the most important discussion variable of total productivity following diagram shows the effects & importance of ICT on productivity & efficiency.

The research about IT & productivity always don’t confirm the positive effects of IT on productivity & efficiency.

Although some managers expect organizations that investment in IT caused to the productivity & efficiency, but the results of research about relationship between IT & productivity showed against this subject. For example; the results of studies show that managers of IT are not optimist on investment in IT. They have great expectation from their solutions, but mentioned research showed that 4 percents of them are satisfied output of investment while organizations pay millions of dollars for automation the business processes & small percentage of them are satisfied of points of view; customers’ satisfaction, reduction time & costs. The researches have showed that the basic reasons of organizations’ failure in increasing productivity due to using IT, lack of attention to additional organizational transitional funding, while investment in IT & additional transition coordinator caused to the productivity will be increased in organization. Traditionally, surveying on relationship between IT & productivity & some of them confirmed positive relationship & some of them don’t confirm any relationship that caused to create productivity paradox. In the second process is not confirmed the reasons of creating productivity paradox & also finding relationship between IT & productivity & study on effects of IT in central measures of productivity such as; diversity, quality, time & also intangible input & output factors that aren’t be recorded in organizations’ financial balance. Mainly, the data in this process was in the firm level & the researchers resulted that IT is effective in developing the central measures of firms. The third process is done & formed for replying to the research problems that it measures the hypothesis & for obtaining more profits of IT in organizational changes. In at all, this investment is done in change the strategy, change in products & methods that its effects can see in the internal organization. These studies showed that cannot know to increasing the investment in organizations in IT reasons of increasing productivity & costs & intangible profits & central profits of IT such as effects on quality, innovation & diversity of products don’t cause to the discovery the positive & powerful relationship between IT & productivity. For presenting these problems used productivity paradox while doing research for finding the reasons of productivity paradox are continuous & the innovative views are designed for evaluation the effects of IT on productivity. In this point of view, general technology is considered as historical factors of increasing productivity. By this view, the research comes to new areas of relationship between IT & productivity. Current research concentrate on how using effective IT which it happens in order to the work of IT changes basically, the complementary investment are necessary. The statistical evidence showed that this change & evaluation do so speed after this investment; whether invests on IT or not & how to do this work so obtained high profits? Must pay attention to this that the most profits of investment for IT obtained when, moreover it, other complementary investments are done.

- Ceccobelli & Mancuso (2012), “surveying on the role of ICT capital on growth of labor productivity resulted that ICT is known as versatile technology that need to the organizational changes & business processes.
- Wissner (2011), “surveying on IT, growth & productivity in German Energy Agency”, resulted that IT is one of the pre-conditions for increasing productivity & making the smart grid.
- Badescu (2009), “surveying on effects of IT on productivity of organizations, resulted that employees’ productivity developed in studied firm in specific time & this growth is not just because of investment in IT.
- Itwang & Lee (2010), “surveying on external knowledge, innovative performance & productivity in ICT part in Lorea” resulted that; ICT industry boom is recognized for competition in international marketing & caused too increasing productivity & innovative performance.
- Prasada (2006), “motivational model for improving productivity in a production unit” resulted that; using motivational plans that their reward are paid based on it & due to their motivations & also caused to increasing the level of productions & decreasing the ingredients & these results caused to the productivity in institution.
- MahmoodZadeh (2009), “surveying on the effects of IT on productivity of work force in manufacturing in Iran in 2002-2007), resulted that the effects of ICT on growth of productivity in customer & producer industries is not meaningful based on statistics but effects on productivity of work force is more than other industries.
- Alameh & his colleagues (2011), “surveying on ICT effects on productivity of human resource in Mobarakhe Steel Complex” resulted that using IT has substantially effects on productivity.
MahmoodZadeh&Razeghi (2008); “surveying on overflow effects of ICT on total productivity growth, production factors in selected developing countries” resulted that the growth of GDP has more effects on total productivity growth of production factors. There is meaningful & positive effects of domestic investments & overflow of ICT on productivities.

Rahmani&Hsyati (2007), “surveying on effects of ICT on total productivity growth of productions factors” studied among countries showed that domestic investment in ICT & international ICT flows have positive & meaningful effects on productivity growth - also in total sample of countries & in total sample of developing & developed countries. But also, effects of ICT total productivity growth of production factors in developed countries are more than developing countries. Based on findings of research can say that the proper infrastructures help to ICT for more suction to profits. Infrastructures such as; human force, experts & business freedom.

MATERIALS AND METHODS

The method of this research is correlation ones & the goal of it is practical. The (statistical) population included 187 persons of managers & employees of sport boards of Isfahan. The sample method: the sample included 150 persons of them, the mentioned sample selected by multi-stage cluster sampling.

Tools of collecting data:

1. The questionnaire of skill of employees & managers in ICT
2. Productivity questionnaire

The questionnaire of skills of employees & managers in ICT:
This questionnaire measures the skill in using IT; this questionnaire is made by researcher. This questionnaire included 18 items that each item measured by Likert as if person has low skills; the score was 1 & if high skill in using the different components has can obtain 5 scores. The reliability of this questionnaire obtained by Cornbach’s Alpha α=0.93 that it was in proper & satisfaction level.

-Questionnaire related facilities to the field of IT:
This questionnaire measured the availability level of different components of IT for employees. This questionnaire is made by researcher. This questionnaire has 19 questions that was used Likert three rate. As, if person don’t have IT components the zero score & if persons was component of formal facilities, the score was 1 & if they are with personal & formal have IT components obtained score was 2.

The reliability of questionnaire obtained by Cornbach’s Alpha (α=0.88) that it is proper & satisfaction.

-Productivity measuring questionnaire:
This questionnaire was made & validated by Hesey&Goldsmith (JamshidiGhahfarokhi, 2011) this questionnaire included 26 items & for replying was used Likert from very low (1) to very high (5), the domain scores of this questionnaire are between 26-130 more persons’ scores are near 130 & caused to more productivity.

The reliability of this questionnaire obtained by Cornbach’s Alpha (α=0.87) that it is in proper & satisfaction level for surveying on justifiability was used content validity, as feedback persons who are experts in IT & then confirmed its validity.

Methods of data analysis:
For surveying reliability & content validity was used Cornbach’s Alpha. The probably level is considered 0.05 for measuring of hypothesis & for analyzing the data was used SPSS 19 software

Results:

Table 1: The correlation results between level of skills ICT & productivity

<table>
<thead>
<tr>
<th>Research variable</th>
<th>Correlation coefficient (r)</th>
<th>Meaningful level (p)</th>
</tr>
</thead>
<tbody>
<tr>
<td>The amount of skills in using IT</td>
<td>0.040</td>
<td>0.000</td>
</tr>
</tbody>
</table>

The zero hypothesis is rejected, as we seen in table (1) & regarding to the obtained correlation coefficient (r=0.40, p=0.000), in other words, there are meaningful relationships between the level of skills in using ICT & productivity among managers & employees.

There is relationship between the level of skills in using ICT & the level productivity in employees & managers of sport boards of Isfahan.
Table 2: The results of correlation among access to facilities & productivity

<table>
<thead>
<tr>
<th>Research variable</th>
<th>Correlation coefficient (r)</th>
<th>Meaningful level (p)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access to related facilities with IT</td>
<td>0.001</td>
<td>0.998</td>
</tr>
</tbody>
</table>

The zero hypothesis is confirmed based on table (2) & regarding to obtained correlation coefficient. In other words, there is not meaningful relationship between the access to related facilities with IT & productivity among employees & managers.

There is not relationship between available facilities in using ICT & level of productivity among employees & managers of sport board of Isfahan.

Discussion:

There is meaningful relationship between levels of skills of using IT & productivity (p=0.00, r=0.40).

The results of this research are same as results of Khudestan’s, 2007, Leel’s, 2002. For extending this subject, it can be considered that if persons have more skills in using IT, they use IT more than others & then caused to they have more tends to using it & then can obtained more productivity in organizations. This showed if managers have skills in using some things, caused to be power all parts of it & dominate of it & then caused to have productive organization, they also can transfer this capacity & ability & skills to their employees, when an organizations have skills in using IT, it can save costs & times & prevent some journey that caused to un-skill in using IT. Internet & network are example of using IT which it wants to decrease the distances, increasing productivity. Many of buying & electronic payments, emails are done by Internet & then caused to the managers & employees save time that this issue due to productivity in organizations. If the organization needs some tools, it can search in web sites & take information about them & then buy them without any stress. Saving times & costs (money) caused to increasing productivity.

The results of this part of research are against to Farzandi Pour’s, 2006 research, for extending these results, can say if a person doesn’t have skills in using ICT, they will not know how they must use it or productivity & finally return to the traditional methods caused to decrease the productivity & waste costs (money) & times. In other hand, maybe the managers don’t participate these classes for increasing skills in using ICT that due to decrease the productivity in organization because along with decrease their interesting & favors. If thee managers don’t have sufficient skills in using ICT caused to effects their thoughts & finally due to decrease the productivity in organizations. There is relationship between the level of availability in using ICT & level of productivity in employees & managers of sport boards in Isfahan. There is not meaningful relationship between the levels of availability in using IT & productivity (r=0.001. p=0.98).

The results of this research are same as Albadavi & Keramati (2004), it can be considered that necessarily, exist IT will not cause to, existing productivity. If every facilities provided in organization but, there is not sufficient knowledge & skills in using IT, so it doesn’t have any efficient in increasing its productivity. So, other conditions must provide some facilities such as; training class in using computer, internet, network, internet marketing.

The results of other research showed that near IT must exist complementary investments that IT caused to productivity & efficiency in organizations.

Access to the IT is affected by the persons’ thoughts of technology. For example, if every facilities are provided in an organization & managers & employees know that these facilities don’t need so accessing to them & don’t caused to productivity, it means that more than educational works, incorrect & worst beliefs must be corrected & it means that IT more than incorrect beliefs must be improved & corrected in organizations, then these are so better than traditional methods in increasing productivity in organizations.

The results of this research are against with Hassan Pour Ghoruchi, 2007, Vista, 2006 researches. For extending of this finding must be considered this probability that if there wasn’t the sufficient facilities in using ICT, productivity will be decreased & also, if there is not facilities maybe caused to increasing costs & times & then the productivity will be decreased. In other hand, not existing facilities such as; Internet caused to delay in the range of rivals & then faint in information systems in organization & caused to its productivity decrease lack of facilities due to decreasing skill & following that the favorable & interests will be decreased.

REFERENCES

[18] Strategic document in comprehensive system in Physical & education & sport development, in approved meeting in 6.9.2003, Ministers Board