Evaluating the Performance of Public Managers in the Management of Development Projects in Ahar City to Achieve Cultural Development - Social Development of the Fourth

M. Shoreh Kandi, B. Sarmast, A. Moghtazer Zadeh

Management Department, College Art and Humanity, Bonab, Islamic Azad University, Iran

ABSTRACT

The purpose of this study Ahar city manager’s performance in achieving economic and social objectives of the Development Plan is 92 years. In this study, four measures of financial performance, performance management, performance, customer satisfaction, internal processes and learning and growth, we examined within the Development Plan, the study of the application of the methods of data collection, descriptive research survey. The study population was Ahar city government agencies and clients. Using Cochran formula, 215 were selected as the sample size. Questionnaire was used to collect data. The study analyzed data from SPSS19 software and test hypothesis T-Test was used. The results showed that the performance of Ahar city managers in achieving the Development Plan, which was lower than the average for each of these, is true.

INTRODUCTION

The survival of any organization depends on its dynamic interaction with the internal and external environment of this interaction is the most recent information and findings of science and technology for human intake may lead to changes in the practices and organizational behavior. Also, the interaction between the organization and its requirements are to earn enough interest and consistent with the requirements necessary to bring the real environment. Depends on the skill to a great extent and knowledge of the life staff should be the present fields when optimized capability adapting to the changing environment is harder. Training and human resource development not only knowledge and skills but also makes a special employee plays an important role in improving efficiency and effectiveness of individuals and organizations have contributed to the pressure to adapt to the environment variable. The performance of an organization and its people depends on many factors, such as interactions, organizational learning and innovation in the organization. These factors were associated with each other directly or indirectly affect the performance of an organization. Since the determination of the exact result is difficult, yet their potential should be considered, it is a combination of individual characteristics, behavior and performance evaluation in terms of a combination of methods is used to some extent to compensate for the lack of standards and labor standards. Performance evaluation of employees and managers in any large organization or a governmental employee under titles suitability, performance evaluation, and others are discussed in theory and practice. Including tools and instruments that corrective actions are effective in human resource management goals and mission of the organization with the tools to not only achieve efficiency gains, but the real benefits staff and the community financial resources. With the importance of scientific and rational evaluation may be attributed to the staff, due to the indifferent attitude of the management measures, in most organizations, especially government agencies not only failed to do assessments, but also criticized for various reasons, staff and even the team is located. Evaluation is an ongoing issue that should always be on common tasks. Performance evaluation is one of the critical issues in human resource management and task managers are the most serious. The reasons for the failure of performance evaluation of factors affecting the performance of non-elected, non-relativistic factors, evaluated by a limited range of actions, not systematic, and above all the lack of feedback to evaluate the capacities. Note that in our plan requires careful consideration and recognition of the status quo, we're also to determine the competence of managers need to assess the performance Therefore, this research could result in social and cultural awareness programs Ahar help. Therefore, in this study we sought to answer these questions: Ahar city manager's
performance in achieving social and cultural development of the fourth development is how? Financial performance of public managers in the management of development projects in Ahar city to achieve cultural development - social development, the fourth is how? Ahar city government managers on performance management, customer development projects in the pursuit of cultural development - social development, what is the fourth? Ahar city government managers' performance of internal business processes of their organizations under management development initiatives in the pursuit of cultural development - social development, what is the fourth? Ahar city government managers' performance in terms of growth and learning based on management development initiatives in the pursuit of cultural development - social development, what is the fourth?

MATERIALS AND METHODS

This study aimed to evaluate the performance of Ahar city managers in achieving economic and social objectives of the Development Plan has been done in 92 years. Therefore, based on an applied research is objective. The method used in this research is descriptive - survey. A questionnaire was used to collect data. The questionnaire consists of two main parts are:

Methods of field data collection; A) General Inquiries: For general questions that have been tried and general demographic information collected in relation to the respondents. B) The questionnaire included questions to assess the performance of public managers in Ahar city. In the questionnaire, Cranach’s alpha values higher than 7/0 is the symptoms questionnaire have high reliability [2].

The study population is 92 clients in Ahar city government agencies. Using Cochran formula, 215 are selected as the sample size. To determine sample size stratified random sampling method was used in accordance with class size. In this study, analysis of data, are used descriptive and inferential statistical methods. Descriptive statistics including frequency tables (frequency, frequency, cumulative frequency) and inferential statistics, including structural equation modeling and T-Test is a test.

Research findings:

Demographic characteristics of respondents, including gender, age and education level. According to the data analysis of 139 patients, 66.5% of the respondents were male and 70 were 5/33 to 0.12% of the female form \( \bar{n} \) the 7/5% of respondents under age 25, 91, 5/43 percent between 25 and 35 years and 83, 7/39% between 36 and 45 years and 23 patients, 11% of 45 years old .37 n the 7/17 of a diploma and below, 139, 5/66% of undergraduate and 33 patients, 8/15 per cent are higher graduate.

Test hypotheses:

Using the Kolmogorov - Smirnov conclude that all variables are normally distributed, and then parametric methods we used to test the research questions.

The main hypotheses:

Public managers in the management of development projects in the city of Ahar achieve cultural development - Social development is above average quarter.

H0: Average given to the performance of public managers in the management of development projects in Ahar city to achieve cultural development - social, is less than or equal to 3.

H1: The mean of the scores given to the city government managers Ahrdr management development initiatives in the pursuit of cultural development - social, is more than 3 quarters.

Based on the average of 25/2 t-number 93/7 to 96/1 and sig is less than 0.05, and then the assumption of transparency dimension is rejected. Average given to transparency in the management of the urban areas of Tehran Municipality macro is less than 3.

<table>
<thead>
<tr>
<th>Competence</th>
<th>Average t</th>
<th>statistics</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Performance Management</td>
<td>2/25</td>
<td>7/93</td>
<td>000</td>
</tr>
</tbody>
</table>

Sub-hypotheses:

1 - Financial performance of public managers in the management of development projects in Ahar city to achieve cultural development - Social development is above average quarter.

H0: Average given to the financial performance of public managers in the management of development projects in Ahar city to achieve cultural development - social, is less than or equal to 3.

H1: Financial performance (s) given to the city government managers Ahrdr management development initiatives in the pursuit of cultural development - social, is more than 3.
Based on the average of 21/2 t-x 46/4 to 96/1 and sig is less than 0.05, and then the hypothesis is rejected dimensions. Average financial performance data Ahar city government administrators in the management of development projects in the pursuit of cultural development - social, are less than 3.

Table 2: Results of one sample t test, the first sub-question survey.

<table>
<thead>
<tr>
<th>Competence</th>
<th>Average t</th>
<th>statistics</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Performance</td>
<td>2/21</td>
<td>4/46</td>
<td>.000</td>
</tr>
</tbody>
</table>

2 - Ahar city government managers on performance management, customer development projects in the pursuit of cultural development - social development, the fourth is above average.

H0: Average given to the city of Ahar based on customer-oriented public managers in the management of development projects in the pursuit of cultural development - social, is less than or equal to 3.

H1: The mean scores given to the city of Ahar based on customer-oriented public managers in the management of development projects in the pursuit of cultural development - social, is more than 3.

Based on the average of 26/2 t-x 92/4 to 96/1 and sig is less than 0.05 then the customer premise is rejected. Average given to the city of Ahar based on customer-oriented public managers in the management of development projects in the pursuit of cultural development - social, less than 3.

Table 3: Results of one sample t test, the second sub-question survey.

<table>
<thead>
<tr>
<th>Competence</th>
<th>Average t</th>
<th>statistics</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Performance Management</td>
<td>2/26</td>
<td>4/92</td>
<td>.000</td>
</tr>
</tbody>
</table>

3 - The performance of internal processes and business managers of Ahar city government under their management, management development initiatives in the pursuit of cultural development - social development, the fourth is above average.

H0: The mean performance scores given to the state government managers Ahar city in terms of internal processes and business management organization under their management development initiatives in the pursuit of cultural development - social, is less than or equal to 3.

H1: The mean scores given to the public managers the city of Ahar internal business processes and their management organization under the management of development projects in the pursuit of cultural development - social, is more than 3.

Based on the average of 39/2 t-x 90/9 to 96/1 and sig is less than 0.05. So assuming the dimension is rejected. Average given to the public managers the city of Ahar internal business processes and their management organization is under the management of development projects in achieving the development of cultural - social 3 under.

Table 4: Results of one sample t test, the second sub-question survey.

<table>
<thead>
<tr>
<th>Competence</th>
<th>Average t</th>
<th>statistics</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Performance Management</td>
<td>2/39</td>
<td>9/90</td>
<td>.000</td>
</tr>
</tbody>
</table>

4 - Performance of Ahar city government led by growth, learning, management development initiatives in the pursuit of cultural development - social development, the fourth is above average.

H0: The mean performance scores given to the state government managers Ahar city in terms of development and learning based on management development initiatives in the pursuit of cultural development - social development of Tehran quarter is less than or equal to 3.

H1: The mean scores given to the public managers Ahar city in terms of growth and learning based on management development initiatives in the pursuit of cultural development - Social development is more than 3 quarters.

Based on the average of 21/2 t-x 42/4 to 96/1 and sig is less than 0.05, and then the hypothesis is rejected dimensions. So assuming the dimension is rejected. Average given to the public managers Ahar city in terms of development and learning organizations under their management in the development of management plans in achieving the development of cultural - social 3 than.

Table 5: Results of one sample t test, the fourth sub-question survey.

<table>
<thead>
<tr>
<th>Competence</th>
<th>Average t</th>
<th>statistics</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learning Development</td>
<td>2/21</td>
<td>4/42</td>
<td>.000</td>
</tr>
</tbody>
</table>

Discussion and conclusions:

This study aimed to evaluate the performance of Ahar city managers in achieving economic and social objectives of the Development Plan has been done in 92 years. Results showed that of the 209 people studied, 139 (5/66%) men and 70 (5/33%) were female. Results showed that of the 209 patients evaluated, 13 patients (7/5%) were younger than 25 years, 91 patients (5/43%) between 25 and 35 years, 83 patients (7/39%) had at
age 36-45 years and 23 (11%) age 45 and above are capable. Results showed that of the 209 people studied, 7/17 percent lower diploma, 5/66% of undergraduate and 8/15 per cent higher graduate requirements. Research results showed that performance for Ahar city managers based on the average of 25/2 statistic, number 93/7 to 96/1 and is less than 0.05, then the function (s) given to managers in achieving development objectives fourth in less than 3 '. Research results showed that the mean value for the variable customer 26/2, whereas the number 92/4 from 96/1 and is less than 0.05, then (s) given to the city of Ahar based on customer-oriented public managers in the management of development projects in achieving cultural development - social, less than 3. Research results showed that the mean for the variable 39/2, whereas the number 92/4 to 96/1 and is less than 0.05 Ahar (s) given to the city government managers of internal processes and business management organization under their management plans development in the pursuit of cultural development - social, less than 3. Results showed that the mean value for that variable growth and learning, 21/2, whereas the number 92/4 to 96/1 and is less than 0.05, then the hypothesis is rejected dimensions. Average given to the performance of public managers in Ahar city in terms of development and learning organizations under their management in the development of management plans in achieving the development of cultural - social 3 under. The result showed that the performance of state government managers Social and Cultural Development Plan of the city of Ahar in achieving undesirable. According to earlier research to figure out that the Managers will be examined in the pursuit has been done Development Plan to compare our results with them. The total number of research relevant to evaluating the performance of managers in organizations is done that in some cases; this is desirable and others undesirable performance is evaluated.

REFERENCES
