



Concepts and factors affecting labor productivity

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Productivity is desirable to use, effective and efficient set of resources, capabilities, assets, resources and opportunities .The aim of this study overview of the factors affecting its efficiency and research review of research data gathered is also a library and taking notes Research studies on the efficiency of various factors, including the following Exogenous factors that affect our productivity from the outside factors that affect the productivity of And productivity cannot plan exogenous factors that affect our productivity from the outside these things do not matter ,internal factors, including factors hardware and software terms of hardware, capital requirements, land, buildings, facilities all in productivity are effective and efficiency indicators also can be quantitative indicators, including sales and profits and qualitative indicators of quality and progress in the acquisition and application of knowledge named

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INTRODUCTION

Since the rise and growth WP is one of the most basic ways to achieve greater productivity and Follow the welfare and wellbeing of the communities, factors affecting the increase productivity of researchers and practitioners in this field and is the major end (Etemad, 1379). In the case of WP manpower, its importance in the WP organizations, the factors affecting the promotion the source barriers to productivity and productivity of employees, many books and articles written in Lectures and seminars are also important to pay is incorporated. Articles and Research The classical period, including the factors affecting the WP manpower issues Such as workplace conditions and financial ah do not know and directors recommends that the Factors in improving productivity of labor to apply. After the emergence of relations Human, non-motivational factors as well as factors affecting the productivity of added to Managers should also be given to the needs of non-employees and the satisfaction of the Staff needs to be more efficient. Although appropriate management theory, an agent Or a group of factors particular to improve the productivity of the agent does not know, but the Emphasis on diversity and multiplicity of human needs that are different findings for enhancing productivity There should be requirements in terms of its organization are recognized and applied (Hyderabad, 1381)

WP-increasing strategies require adequate knowledge of the existing situation and the business culture. Skills are important differences in business culture and corporate status quo it can be said that solutions will be different in them.

Of strategies to increase productivity to meet the basic needs of employees, participation Employees in decision-making, participatory leadership style director, group activities staff Work environment, pay and fringe benefits to employees in the workplace of a proper evaluation Noted. The effect of each of these solutions to increase productivity, however, the current situation Companies in that field and the need to address each of these issues depends, which should adroitly identified and prioritized and decided on the action. In this study three of the factors discussed above. Develop human resources and increase productivity as a necessity to improve human life and build more prosperous communities, tranquility and comfort Humans have always been considered a noble cause to all governments and organizations So no hesitation in today's changing industrial system first try to understand the concepts of efficiency and determined effort to increase its effective operation. Global Research has shown a direct correlation between the growth of human resource development and productivity levels exist (Shahin, 1380)

Today, organizations are trying to maintain their current changing world remain overwhelmingly. This effort includes the development and coordination with market changes, to the quality of products and maintaining the balance of the realization of the Say organization depends on the talent and energy of the staff and resources and human resources as a competitive advantage unique assets of the organization discuss and emphasize (Swanson, 1999)

Literature review and Theoretical Foundations

Efficiency, effective utilization and optimization of the time value of money, life, thought and ability and talent in a unit of time and make the most of all moments (Dori Najaf Abadi, 1374 to the Dehghan, 1393, p. 22). The Oxford Dictionary efficiency is the efficiency and



effectiveness in production by some of the relationships between headquarters and institutions to be measured. Efficiency is defined in terms of the International Labor Organization are: Return on resources consumed. In simple terms, productivity is the ratio of the amount of goods or services produced by resources used in the production flow.

Agency defines such productivity Europe's productivity: Productivity degree of effective use of each of the factors of production. So the efficiency of an intellectual point of view is always trying to improve what already exists. Productivity is based on the idea that man can do and accomplish tasks every day better than yesterday. Productivity Center Japan Productivity define the purpose of improving productivity to maximize the use of human resources, facilities, etc., through scientific and reduce production costs, expand markets, increase employment, efforts to increase real wages And improve As living standards for the benefit of employees, managers and consumers. National Board of productivity around productivity so defines productivity is an attitude of mind for improving tries to achieve as well as system and set of activities that attitude practice makes (mottaghi, 1384).

Efficiency is defined in terms of the quantity and quality of labor efficiency According to sources was used (Shrmrhorn et al., 1384).

Nasrollahpour, (1384) quoted ,dehqan (1393). Labor productivity is: efficient use of human resources in order to advance the company's goals and how to use the youth, middle age and retirement.

Efficiency, productivity, the ability to use a smaller amount of labor and other consumables, production or offer more services (Alwani, 1387).

Efficiency, productivity, the ability to use a smaller amount of labor and other consumables, production or offer more services (Seyedjvadin, 1386, p. 91).

History productivity

The term productivity idiomatic translation of the Latin word (PRODUCTIVITY) means fertility and profitability and potential production. The first time this term in an article by one half in 1766, about 240 years ago was used 70 years later in 1833 someone called efficiency and productivity define, but the early twentieth century the word was better define the relationship between the output of all data to produce output, is used.

Background productivity in Asia

After World War II, and damages that saw Japan were Japan have tried to reach the border independence and effective use of the country's resources to maximum use of existing facilities to bring the 1958 Productivity Center Japan MPC was founded as M stands for management and P stands for (efficiency) and C stands for central

The Japan Productivity Center management. Then in 1961 three years after the organization productivity in Bangkok (Thailand) was founded as A.P.O that A stands for Asia and the P stands for efficiency and O stands for Organization, known as the Asian Productivity Organization. The establishment of the productivity in the Asian region, increase productivity and ease of access to development in the region, Iran in 1964, three years after its establishment in the Asian region joined the organization from the time the membership of approximately 42 Iran years ago but unfortunately relationship with Asia productivity Organization membership-only payments summary was right.



Despite a history of 42-year-old member of the Asian region, promote and develop the culture of productivity in our country as a contributing factor in the development of productivity and prosperity of a particular position is not even in the last decade that we have a culture of productivity of bread it is more needed and are among attendants and the scientific community and it does not the name. Although Islamic culture productivity issue long history and Islam from its inception culture maximize the benefits of living and working in the society that the early development of Islamic societies before the Renaissance sign of respect to the use of facilities, due to events and issues, and bitterness painful historical and narrow nose all the dignity and authority of the proper utilization of resources and continuity was lost and the growth of the individual and society and the scientific authority of that day Islamic society shattered by his examine the many factors that need not fit into this category (Baker, 1384).

Factors affecting labor productivity

Until the early 1950s, it was believed that the major components in developing countries, physical capital and material, and because of the backwardness of the developing countries lack the resources and that is why these countries are seeking to attract and acquire material assets tried and this causes dependency and the destruction of the foundations of economic, cultural, and political will (mottaghi, 1384).

Today was obvious that sustainable development plays a strong and efficient administrative institutions and institutions of human capital efficient, professional and possess strong.

Today, the emphasis on human capital development and improving the quality of the labor force is one of the basic ways to increase productivity and accelerate economic growth In other words, human resources is the most important factor. Due to staffing, training and development of staff, efforts to build morale and motivation, motivating power of creativity and innovation, business participation in order to achieve goals And missions organizations will promote the efficiency and increase productivity in the organization. The productivity of the organization needs to pay attention to the demands and needs of employees and align these needs with organizational goals.

Nemertes 2005 states that one of the important steps in improving employee productivity that could lead to an increase in salary of the following: education, government, local governments, health care and material factors Factors affecting labor productivity such as the factors material and non-material factors, including staff training, coordinating participation, job security, salary, creativity (dehghan, 1393, p. 24)

Factors affecting productivity

Exogenous factors that influence from outside on our efficiency and productivity cannot plan these things do not matter. Productivity management in the organization should try to work to a set of exogenous factors that improve productivity because these organizations are not directly available to managers

Endogenous factors include hardware and software elements. Among the factors software human resources in terms of knowledge, experience, expertise, faith, confidentiality and skills is important. The management structure of the organization, design, thought in productivity is important



In terms of hardware, the required capital, land, buildings, facilities all affect productivity. Technology on productivity is extremely important. It is true that the best way is still a peak, but when the use of advanced equipment, we have detrimental effects not notice and prevent them. Basically, the beginning of the 20th century cannot be equipped with technological threats confronting the 21st century, and then we must find a solution (Dehghan, 1393, p. 25).

Productivity Indices

Indices (including sales and profit by Rials per employee value obtained, compared to the period between the actual amount of funds spent for finishing and final price it, how to hire new people, the cost of hiring per new employee, the performance of the services and support based on usage statistics of each episode

Indicators of quality (including quality and usefulness of ideas, innovation, progress in the acquisition and application of knowledge and skills, advanced value, sustainability and promotion of the image of the customer, accuracy, completeness and quality of work, taking into account labor problems, irregularities, errors and crashes happened, the degree of expertise in doing things, ethics and public sentiment organization, motivation, attitude and morale (dehghan, 1393, p. 25).

What are the efficiency criteria and what are the features?

Productivity indicators can be divided into two parts:

1. productivity indicators (major and minor)

The overall index is the ratio of output to total inputs (labor, weather, capital.)

Partial index: the ratio of output to input each

2. Performance Index: any relationship between factors and yield components of internal activities of an organization that is expressed as a ratio. (Poor Nakhaee, 1391)

Management role in productivity

Leadership: managers create tests based on implementation of its objectives should be the responsibility of leadership and create a full and comprehensive understanding of the organization and to be diligent in their duty fertile fields Conduct performance (skill to speak optimum use of resources ((good work)) and effective leadership - how effective communication - respect for competence and proficiency in doing ChB- always available - innovation - creativity - a reasonable speed in work or in a sense, ((Good Work a)), one of the things that this task is emphasized.

Planning: Planning managers are responsible for achieving the goals of strategic planning - operational and measurable indicators, to plan their course of duty all organizations under the administration of the program is determined to be conducted.

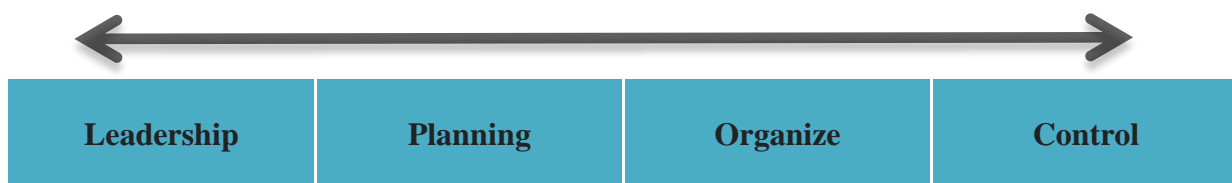
Organize: Organization of efficiency including efficient division of labor - the allocation of human and financial resources in the organization. The structure of any organization can be set ways is to demarcate the precise functions of each part and fluid in the common tasks of the organization's task known divided between the task of the cooperation will if this structure with a systematic approach could be struck among the partners of the organization is to some extent the origin of empathy. Each of the continuity of the system



could explain the ruling and systematic organization structure appropriate and efficient is indicated.

In any efficient structure is necessary to (a) maintain internal symmetry (harmony) (b) of the condition (size - culture) (c) (environment, taking advantage of the system is necessary and sufficient organization)

Surveillance and Control management functions for measuring conductivity of leadership, planning and organization are forced to scientific and orderly manner compared to controls, and corporate governance to achieve the productivity measures (Dehghan, 1393, p. 26).



Management role in productivity according to deghan(1393)

Productivity in Education

Productivity in Education focus on learning and improving learning. Productivity in Education relationship between student achievements with defined resources. And transforming the learning process to the desired outcomes with regard to quality of working life for all its employees. Productivity in Education relationship between student achievement with defined resources. Is common to all these definitions focus on students and enhance their capabilities, as well as optimal use of existing resources and reduce costs in activities related to improving productivity (dehghan, 1393)

One of the most famous theories is owned by Hersey and Goldsmith According to this theory, labor productivity, including seven or variable related to effective performance management that include:

1. Ability: term ability of the knowledge and skills followers to accomplish a task is said to be successful Which contains knowledge about the task, experience and capabilities related to the assignment of the task.
2. Clarity: Clarity in understanding and accepting how you work, where and how it is said. For the followers, a thorough understanding of the problem, they need goals and objectives of how to achieve these goals and objectives and priorities, goals and objectives to be quite explicit and clear to enable the organization to set goals lead. Otherwise, one cannot expect



too much of them.

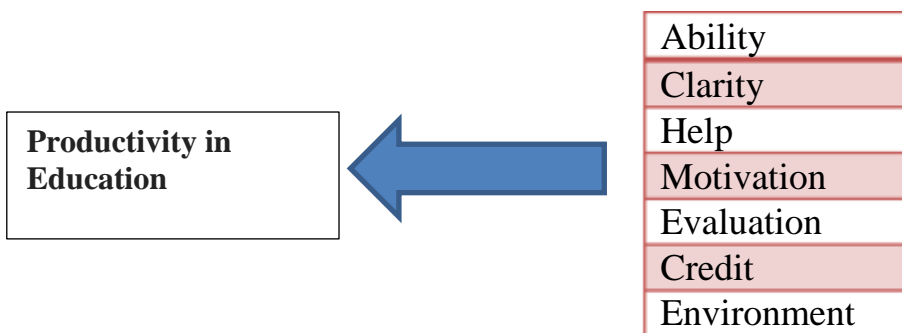
3. Help: some of organizational support, including funding, equipment and facilities that are necessary to complete the task, the necessary support from other agencies, the availability of the product and its quality and adequate supply of human resources. Organizational support can be directly or indirectly.

4. Motivation: people who naturally have a tendency to follow the obligations and rewards and turn away from other tasks. Rewards, tangible or intangible can be. Feedback about the performance of such recognition or appease people can be considered an important part of the overall system of motivation.

5. Evaluation: Assessing the daily feedback and performance reviews occasional said. If people are not aware of the problems its performance is expected to improve the performance expectations are unrealistic.

6. Credit: The credit term of the relevance and truth of human resource management decisions in the shed.

7. Environment: environment, it is said that external factors can even ability, clarity, support and motivation for the job, it may affect performance. Key elements include environment, competition, changing market conditions, government regulations and procurement (Clement et al., 1386).



Productivity in Education According Hersey and Goldsmith theory,

High WP major source of economic growth and high productivity to be had, but the efforts to improve and polyamide-Ari, what should be the level of the country to increase the WP to consider the human factor because today almost all developed countries acknowledge this fact that improving productivity, particularly labor productivity source of economic growth and national welfare, in this study, the importance of productivity has been paid to the definitions of the concepts of the course and its history in Asia were discussed..



Any organization to be able to continue his life in today's competitive era, is inevitably limited resources available to it, to make optimum use the same concept of productivity. In order to achieve this important principle and scientific organizations have a formal improvement plan utilizing such cycle is utilizing the office. All elements utilizing such cycle utilizing measurements, improve productivity and planning should be based on conditions.... Objectives and tasks of the company and the possibility of implementing the method of election of the Company, elections. In achieving these goals, organizations can successfully his remarkable work in the field of hope It should be noted that one of the factors that have a significant impact on productivity training Which is a long-term investment No current cost and the relationship between education and productivity of labor there Training in organizations through: conformance - - ways mitting - specialized workshops for the media, education ... Organizations need to develop organizations through training, increase employee performance as much as possible We provide individual and group training facilities One of the main goals of changing employees' attitude towards their profession and enhance the quality of working life. In fact, if we seek to improve the efficiency of extraordinary importance, it is necessary to distinguish manpower training and development. (Taher, 1394)

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