

The Effect of Peer-Related Factors on Increasing the Productivity of Low-Level Employees (Including Case Study)

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Abstract:

The present study, which is part of the field research, was conducted with the aim of factors related to colleagues on increasing the productivity of low-level employees in the General Welfare Office of Tehran Municipality in the General Welfare Office of Tehran Municipality using fuzzy hierarchical analysis process method. The results showed that the research hypothesis is confirmed, ie the factors related to colleagues have a significant effect on increasing the productivity of low-level employees in the General Welfare Department of Tehran Municipality.

Keywords:

Productivity, Low Staff, Tehran Municipality

1. Introduction

In the above research, an attempt was made to identify and prioritize job-related factors on increasing the productivity of low-level employees by conducting a scientific and systematic study in the General Welfare Office of Tehran Municipality.

2. Problem Statement

Productivity is a comprehensive concept that its increase is a necessity to improve the living standards of human beings and build a more prosperous society, which is a national goal for all countries of the world, has always been considered by political and economic experts. Following the excellence of more knowledge and insight in economic and social issues, the concept of productivity has gradually changed in terms of form and content and new aspects have emerged. Productivity has been used in different ways depending on the type of people and in relation to their experiences and knowledge, other than what it really is. The main mission of management science is to achieve greater productivity and this has always been the focus of managers to manage organizations more effectively (Abtahi and Kazemi, 1378). The General Welfare Office of Tehran Municipality is no exception to this category and

conducting initial interviews with the managers of this organization proved that one of their main concerns in the field of human resources is to identify the factors affecting the productivity of human resources, and especially the less experienced manpower (people with less than ten years of experience). Therefore, the above research intends to answer the following question by conducting a scientific and systematic study in the General Welfare Office of Tehran Municipality: "In the General Welfare Office of Tehran Municipality, what is the impact of managerial factors on increasing the productivity of low-level employees in the General Welfare Office of Tehran Municipality?" "And how are these factors ranked in terms of importance and impact?".

3. Research Necessity

If a society wants to enjoy economic prosperity, social growth and a better life in today's competitive world, as well as prepare for a better life in the 21st century, it needs to be highly productive and In order to increase the productivity of a country, it is necessary for all production, service, research and educational organizations in that country to have high productivity (Saatchi, 2005). Increasing productivity in a country will be possible with the efforts of all people, organizations, especially families and all individuals of a nation. Productivity growth is not something that can be commanded from above. Governments have provide the appropriate platforms and policies to enable people to be widely involved in increasing corporate productivity. The 200-year history of economic development after the Industrial Revolution is the result of productivity growth and promotion, the most prominent examples of which are automation, ligament manufacturing and global information technology. In the last fifteen years alone, global productivity has increased 45-fold. The only way to develop developing countries is to rely on knowledge combined with productivity in practice and wise work and dynamism and creativity and the promotion of innovation in all industrial, administrative and service units. Due to resource constraints, population growth, growing human needs and wants, and fierce competition on the world stage, without a strategy for improvement and productivity, growth and survival can not be sustained continuously and in the long run at the grassroots level. (Taheri, 1378)

The studies carried out by the researcher and also according to some senior managers of the General Welfare Department of Tehran Municipality, conducting this research in the mentioned organization is of practical importance and necessity. Because at present, this organization is facing a decline in manpower productivity and this decline has been reflected in employees with less than ten years of work experience.

4. Research hypothesis

Factors related to colleagues have a significant effect on increasing the productivity of low-level employees in the General Welfare Department of Tehran Municipality.

5. A Review of Research History

Taghipour et al.[1], studied Risk analysis in the management of urban construction projects from the perspective of the employer and the contractor.

Taghipour et al.[2], studied Implementation of Software-Efficient DES Algorithm.

Khalilpour et al.[3], studied The Impact of Accountants Ethical Approaches on the Disclosure Quality of Corporate Social Responsibility Information an Islamic in Iran.

Taghipour & Ahmadi Sarchoghaei.[4], studied Evaluation of Tourist Attractions in Borujerd County with Emphasis on Development of New Markets by Using Topsis Model.

Khodakhah Jeddi et al.[5], studied The Analysis of Effect Colour Psychology on Environmental Graphic in Childeren Ward at Medical Centers.

Taghvae yazdi et al.[6], studied The Impact of Intellectual Capital on Organizational Entrepreneurship (Case Study: Mazandaran Science and Technology Park).

Azarian et al.[7], studied The Effect of Implementing Total Quality Management on Job Satisfaction (Including Case-Study).

Asadifard et al.[8], studied A Multi-Objective Mathematical Model for Vehicle Routing Problem Considering the Time Window and Economic and Environmental Objectives Using the Metaheuristic Algorithm Based on Pareto Archive.

Torabi et al.[9], studied Implementation of hierarchy production planning model and its theoretical comparison with manufacturing resources planning.

Habibi Machiyani et al.[10], studied Using Business Intelligence to Provide a Model for Smartening the Management of Iranian Chain Stores.

Abbasi & Taghipour,[11], studied An Ant Colony Algorithm for Solving Bi-Criteria Network Flow Problems in Dynamic Networks.

Taghvae yazdi et al.[12], studied The Relationship between Implementation Principles of Implementation with Organizational Accelerations, Ethical Leadership and Empowerment of Managers (Case study: Employees of national banks in Sari, District 1).

Taghipour et al.[13], studied Implementation of Software-Efficient DES Algorithm.

Taghipour et al.[14], studied Study of the Application of Risk Management in the operation and Maintenance of Power Plant Projects.

Taghipour et al.[15], studied the impact of ICT on knowledge sharing obstacles in knowledge management process.

Khalilpour et al.[16], studied The Impact of Accountants Ethical Approaches on the Disclosure Quality of Corporate Social Responsibility Information an Islamic in Iran.

Asgar Shamsi et al.[17], studied Monetary policies and Its Effect on the Total Stock Price Index of Tehran Stock Exchange by Self-Regression Method.

Habibi Machyani et al.[18], studied The Relationship Between Social Responsibility and Brand (Including Case Study).

Dadashijokandan et al.[19], studied Designing a model of political management and good governance based on the Islamic perspective in the era of absence (Using the foundation data method).

Taghipour et al.[20], studied Investigation of the Effect of Information Technology on Agility Using Fuzzy Method (Including Case Study).

Nezamivand et al.[21], studied Compare Effectiveness of Teaching Rational Emotive Therapy on Flexability and Mental Health Women with Sexual High risk and Substance Abuse Behaviours(Including Case-Study).

Taghipour et al.[22], studied Investigating the Effect of Intelligent Ordnance on the Level of Learning / Teaching (Including Case Study).

Taghipour et al.[23], studied Entrepreneurial Marketing Forecasting through Strategic Planning (Case Study: Bank).

Taghipour et al.[24], studied The Study of the Effect of Smart Schools on the Level of Learning-Teaching in High School.

Taghipour et al.[25], studied The impact of motives from obtaining ISO 9001 certification on organization performance (including Case Study).

Mirzaie et al.[26], studied The Relationship Between Social Bearing Capacities with Conflict as a Result, in the Perception of the Visiting Historical Sites.

Taghipour et al.[27], studied A Survey of BPL Technology and Feasibility of Its Application in Iran (Gilan Province).

Jalili et al.[28], studied Utopia is considered to be the physical form of an ideal human society where the goals are met.

Seddigh Marvasti et al.[29], studied Assessing the Effect of FRP System on Compressive and Shear Bending Strength of Concrete Elements.

Taghipour et al.[30], studied Investigated the Relationship between Competitive Strategies and Corporates Performance. Seismic Analysis (Non-Linear Static Analysis (Pushover) and Nonlinear Dynamic) on Cable-Stayed Bridge.

Taghipour & Moosavi.[31], studied A look at Gas Turbine Vibration Condition Monitoring in Region 3 of Gas Transmission Operation.

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Azarian and Taghipour.[34], studied The Impact of Implementing Inclusive Quality Management on Organizational Trust (Case Study: Education).

Taghipour and Azarian.[35], studied The Impact of Extensive Quality Management on Human Relations (Case Study: Education).

Rezvani Befrouie A et al.[36], discussed the design of high-rise building with ecological approach in Iran (Alborz Province).

Taghipour et al.[37], studied Evaluation of the effective variables of the value engineering in services (Qazvin post center case study).

Taghipour et al.[38], studied IUITHE EFFECT OF PERSONAL FACTORS ON INCREASING THE PRODUCTIVITY OF LOW-LEVEL EMPLOYEES IN THE GENERAL WELFARE DEPARTMENT OF TEHRAN MUNICIPALITY.

Khorasani and Taghipour.[39], studied The Location of Industrial Complex Using Combined Model of Fuzzy Multiple Criteria Decision Making (Including Case-Study).

Arsalani et al.[40], studied Investigating the Effect of Social Media Marketing Activities on Brand Awareness.

Habibi Machiyani et al.[41], studied Designing a smart model for managing Iranian chain stores based on business intelligence (case study of proma chain store).

Hoseinpour et al.[42], studied The Problem Solving of Bi-objective Hybrid Production with the Possibility of Production Outsourcing through Meta-Heuristic Algorithms.

Alamdard khoolaki et al.[43], studied Effect of integrated marketing communication on brand value with the role of agency's reputation.

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Taghipour et al.[45], studied The identification and prioritization of effective indices on optimal implementation of customer relationship management using TOPSIS, AHP methods.

Ghadamzan Jalali et al.[46], studied Explain the Relationship Between Intellectual Capital, Organizational Learning and Employee Performance of Parsian Bank Branches in Gilan province.

Taghipour and Vaezi.[47], studied Safe Power Outlet.

Mohammadi et al.[48], studied Investigating the role and impact of using ICT tools on evaluating the performance of service organizations.

Taghipour et al.[49], studied Insurance Performance Evaluation Using Bsc-Ahp Combined Technique.

Abdi Hevelayi et al.[50], studied Predicting Entrepreneurial Marketing through Strategic Planning (Including Case Study).

Abdi et al.[51], studied the relationship between strategic planning with entrepreneurial marketing in the saderat bank of north tehran.

Ganjali et al.[52], studied Examining the relationship between environmental awareness and the level of education and occupation of people.

Rahmani et al.[53], studied Providing Health, Safety and Environmental Management (HSE) program in Metal Mining Industry (Including Case study)

6. Research method

This research is part of the field research. Because the researcher has collected the required data by attending the study field and among the statistical population. It is worth mentioning that among the different types of field research, the present research is a field-questionnaire according to the method adopted in the data collection phase.

7. Research Hypothesis Test

In the research hypothesis, it was claimed that factors related to colleagues have a significant effect on increasing the productivity of low-level employees in the General Welfare Department of Tehran Municipality. The results of the research also confirmed the research hypothesis for all indicators related to the factors related to colleagues (Table 1):

Table 1. Results of t-test on research hypothesis.

One-Sample Test			
Test Value = 3			
	t	df	Sig. (2-tailed)
A culture of teamwork among	4/692	34	0/000
The culture of cooperation and collaboration among colleagues	2/287	34	0/029
colleagues Intimacy between colleagues	3/784	34	0/001
Transfer of knowledge and useful work experiences between colleagues	4/761	34	0/000

8. Fuzzy Pairwise Comparisons of a Set of Factors Related to Colleagues

In this section, the results of pairwise comparisons of the subset of factors related to colleagues are presented. (Table 2, Table 3, Table 4, Table 5)

Table 2. Paired comparisons of a subset of factors related to colleagues.

Indicators	A culture of teamwork among colleagues			The culture of cooperation and collaboration among colleagues			Intimacy between colleagues			Transfer of knowledge and useful work experiences between colleagues		
the culture of teamwork among colleagues	1	1	1	/747 0	/150 1	/676 1	654 0/	/995 0	48 1/6	74 0/8	068 1/	869 1/
The culture of cooperation and collaboration among colleagues	597 0/	0/896	339 1/	1	1	1	765 0/	/246 1	82 1/5	69 0/4	091 1/	727 1/
Intimacy between colleagues	367 0/	1/005	530 1/	/548 0	/803 0	/307 1	1	1	1	71 0/0	052 1/	511 1/
Transfer of knowledge and useful work experiences between colleagues	535 0/	0/937	336 1/	/564 0	/917 0	/440 1	662 0/	/950 0	40 1/9	1	1	1

Table 3. Large degree matrix of subsets of factors related to colleagues.

Indicators	the culture of teamwork among colleagues	The culture of cooperation and collaboration among colleagues	Intimacy between colleagues	Transfer of knowledge and useful work experiences between colleagues
the culture of teamwork among colleagues	1	1	1	1

The culture of cooperation and collaboration among colleagues	0/594	1	1	1
Intimacy between colleagues	0/537	0/548	1	1
Transfer of knowledge and useful work experiences between colleagues	0/522	0/533	0/589	1

Table 4. The size and weight of the subset of factors related to colleagues.

Indicators	Size	Weight
the culture of teamwork among colleagues	1	0/337
The culture of cooperation and collaboration among colleagues	0/594	0/224
Intimacy between colleagues	0/537	0/202
Transfer of knowledge and useful work experiences between colleagues	0/523	0/197

Table 5. Ranking of the subset of factors related to colleagues.

Rank	Indicators	Weight
1	the culture of teamwork among colleagues	0/337
2	The culture of cooperation and collaboration among colleagues	0/224
3	Intimacy between colleagues	0/202
4	Transfer of knowledge and useful work experiences between colleagues	0/197

9. Research Hypothesis Test Results Research Hypothesis

“Factors related to colleagues have a significant effect on increasing the productivity of low-level employees in the General Welfare Department of Tehran Municipality.”

Based on the results of the research, this hypothesis was confirmed and 6 factors related to colleagues affecting the productivity of low-level employees in the General Welfare Office of Tehran Municipality were identified and prioritized as follows, (Table 6):

Table 6. The result of the research hypothesis test.

Rank	Indicators	Weight
1	the culture of teamwork among colleagues	0/337
2	The culture of cooperation and collaboration among colleagues	0/224
3	Intimacy between colleagues	0/202
4	Transfer of knowledge and useful work experiences between colleagues	0/197

Based on the results of this hypothesis, it is suggested that in the General Welfare Office of Tehran Municipality, the culture of teamwork among colleagues, the culture of cooperation and collaboration among colleagues, intimacy between colleagues, knowledge transfer and useful work experiences between colleagues is strengthened and incentive systems To be designed for this purpose.

Conflicts of Interest

The authors declare that there is no conflict of interest regarding the publication of this article.

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