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The relationship between the use of futures and empowerment strategies and the productivity of human resources in education, Case Study: Tehran Province Education Office of School Teachers' Perspectives

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Abstract

This research is conducted to examine the relationship between utilization of future strategy (possible future , probable future , desirable future) and empowerment the efficiency of human resources .This research due to practical goals and the data gathering method is quantitative and by its nature is a part of descriptive research (non trial) and correlative .The study population included all the high school teachers in Tehran city education.The sampling method was multi stage cluster, so among 20 towns in Tehran , the 3 area (Rey – Damavand – Rodehen) were selected randomly and finally 213 teachers of mentioned area selected for answering .The research instruments consist of 3 certain questionnaire (utilization of future strategy , empowerment human resources and the efficiency of human resources) in education.

The comment of dozen professors and experts was used to check the validity of content and the reliability of research instruments by using cronbach's alpha was obtained 0.91 _ 0.87 _ 0.93 respectively .The SPSS software and the Pearson correlation and Regression methods were used simultaneously to data analyze .The research results show that utilization of future strategy and empowerment of efficiency of human resources (HR), have a significant and positive relationship .Future strategy with the beta 28 was more important and the empowerment with the beta 23 was less important

Keywords: Futures, empowerment, human resource efficiency

Introduction:

The most important resource in any organization is its human resource. Constituent elements of the force are sentient beings with feelings and that you have sufficient motivation, Your talent and skills will be used in organizing and realize the wheels to move it. For this reason, many believe that the success and progress of any organization is directly and intimately linked with its staff. Thus, it is in education, training, motivation and retention efforts paid it. According to Jean Piaget, the most beautiful of reform and reconstruction of education if the teacher is not provided in sufficient numbers and quality to fail. (Robert).

With the increasing pace of change and continuity, uncertainties and adverse effects on human life leaders flawed approaches, in the current era of relying on the leadership competencies are rooted in the past and will not be successful longer, Instead, emerging in today's environment requires a new set of leadership skills that are aligned with future needs (Rezai Dawlatabadi, et al.). Education leaders need to improve human resources and avoid losses due to lack of resources necessary to rethink strategies. One of the skills required to improve human resource managers, future-survey. Human resource is the most valuable asset of any country and is considered the core of development. So to achieve the growth and development of the country requires careful planning for this valuable asset there. Thus, on the eve of the sixth national development plan, the planning of human resources for the national vision. Since the country has been subject to rapid changes due to future changes, to ensure the development of human resource requirements should be proper planning. In future studies attempt to evaluate the sensitivity and future needs in terms of priorities identified. Expected to determine the future status or circumstances and phenomena in the past relied on analysis and estimates, refers to the future. One of the assumptions of future study acknowledged the existence of multiple options for the future.

Possible future: anything, whether good or bad, likely, or unlikely, could occur in the future. . All scenarios are possible in the future to realize the potential and possibility are not inherent in other words are impossible possible future framework described (Khzayy- Mahmoud Zadeh).

Possible future: the future possibilities and credible, some of the future are more of the facilities. This mirror is called a wet dream for the future that are more likely to continue the current realized and even considered. And therefore potential future credit subset futures are credible. Predictions and scientific approaches are often possible in the future emphasis and attempt to unveil the future. Occurrence or possible futures: What is likely to happen in the future (based on present trends continue in the future) possible and credible in the future, some of the future are more of the facilities are acceptable based on our knowledge and understanding of the future likely to call. The future that are more likely to be realized and even considered continuing the current trend. The future of the three aforementioned were among the cognitive knowledge and achieve the aim of drawing future exploration of the norms and behaviors also does not The three categories of the future can only try tomorrow (if possible) unveil. (Khzayy-Mahmoud Zadeh).

Arbitrary and desirable future: the future that are based on our values and goals, and calls for the formation and realization of them. This credit can be desirable in the future to know that their provocative future of our value judgments and mind oriented and homogeneity of objectivity lies in the future other do not have. The desirable future due to heavy dependence on value judgments in attitude is different. This is a key question for the future is born. "What future do we want to achieve?" Achieve the desired future depends on context, norm-oriented and prepare the conditions for the formation of the future. Creation vision and ideals town (also called utopia utopia) expresses human effort and communities to design and draw the desired futures. What is the most optimal and most preferred is the next event. Objectives: The probable the desired or preferred futures.

Several definitions of efficiency in education are also provided and each of experts from its own perspective have to define the concept. Some definitions of efficiency in education are as follows:

Efficiency in education: the relationship between educational organizations how to use the resources at its disposal During the training process and turn it to good outcomes with regard to the quality of working life for all its employees (Mirkamali).Huge, (1995) The relationship between educational efficiency of data (consumer spending in education) and outputs (or other academic achievement goals defined for Education) knows. In his view the main problem of education in efficiency, cost effectiveness and how to use existing resources to increase student achievement. To achieve this important result should educational planning and financial issues in an effective and essential productivity, he said. For this purpose must be clear what we want to create an image in mind. The role that management education plays in developing students must be efficiently than human resources available for education purposes at work, to use.

Theoretical framework

Futures on the discovery and use of a desirable future for human beings. Dolatabadi Rezai) showed, for recovery should be based on future action to be as creative tools and methods in order to improve and progress be planned. Studies Shafipour motlagh showed, to improve the efficiency of human resources in higher education to meet their needs due to their ability to be strengthened in this way. These studies also showed that teaching efficiency, the relationship between futures based on the needs assessment of efficacy with higher education was four, mediated. According to Mesmer (2002), the necessity of responding to change, predict environmental changes affect decisions about the future, human resource management must change. According to Malyng (2001), the role of the HR department to impose rules on the selection process, both in offering fair and equal manner for all applicants and to insure the best person for the job to be desired. Forecasting and planning needs as it is an important categories. Recruiting process can require considerable time and hasty decisions in situations, the results will be disastrous. Sims (1994) believes that, in order to maintain staff need to review the challenges they will face in the future with concern, payment.

Research Methodology

This research is an applied research and the use of strategies such as the relationship between futures (future, future probable and desirable future) with the efficiency of human resources is made, the research is descriptive and correlational.

Community , and methods of sampling

The study population included all school teachers Secondary Education Department of Tehran Province have formed. Sampling was multi-stage cluster so that the twenty areas of Tehran Province, three districts Ray, Branch and Damavand were randomly selected for the study and eventual total of 213 secondary school teachers mentioned areas for the were selected to answer a questionnaire made use of futures strategies, empowerment and productivity of human resources in education were distributed among them.

Research tool, validity and reliability of

A questionnaire developed by the researchers of this study was to investigate variables enjoying futures strategies, empowerment and productivity of human resources in education were used. To check the validity of the ten professors and specialists in content is relevant and reliable research tools using Cronbach's alpha, respectively, 0.91, 0.87 and 0.93 respectively**.**

Results

Table 1. Descriptive indicators variables

Elongation	**Tilt**	**Standard deviation**	**Average**	**Max**	**Min**	Variables
0/94	-0/59	1/28	3/66	6/67	1/00	**Futures strategies**
0/25	-0/50	1/44	3/98	7/00	1/00	**Empowerment**
1/72	-1/44	1/10	4/29	6/42	1/58	Human Resource Productivity

Table 1. Descriptive indicators (minimum, maximum, Average, standard deviation, Tilt and Elongation) in the variables presented. Variable futures strategies has the lowest average (98/3) and variable productivity of human resources has the highest average (42.6) is. The ranges of tilt and strain in all variables between -2 and +2. The normal distribution of scores is confirmed.

Table 2. The data analysis to examine the relationship between variables

Commentary	**A significant amount**	The correlation coefficient	The criterion variable	Predictor variables
Direct and meaningful	0/001	0/51**	**Human Resource Productivity**	**Futures strategies**
Direct and meaningful	0/001	0/35**		**Empowerment**

Results showed that futures strategies (0/51) and empowerment (0/35) with a significant amount 0/001 educational motivation and positive relationships are significant.

Table 3.regression analysis predicting variable productivity of human resources

R^2 Adjusted	R^2	R	**The criterion variable**
0/38	0/40	0/63	**Human Resource Productivity**

According to the values given in Table 3 predictor variables about 40 percent of productivity of human resources explain. In order to investigate the significance of the regression test whether predictive variables can be effective in predicting the criterion variable or not, the one-way analysis of variance (ANOVA) was used. The results of this test are presented in Table 4.

Table 4. Analysis of Variance (ANOVA) predictive variables

A significant amount	**F**	**Mean Square**	**d.f**	**Sum of squares**	**Source changes**
0/001	48/083	149/494	3	448/481	**Regression**
		3/109	221	687/101	**Error**
			224	1135/582	**Total**

As seen in Table 4 F obtained for each predictive variable with a significant amount 0/001 is meaningful and predictive variables significant role in predicting criterion variables (human resources productivity) are.

Table 5. Regression coefficients of predictor variables

Sig.	**t**	**Standardized coefficients (beta)**	**Standardized coefficients**		
			Standard error	B	
./041	2/30		./92	2/12	**Constant**

./001	5/66	./28	./03	./17	**Futures strategies**
./003	3/75	./23	./04	./15	**Empowerment**

Table 5 shows the results of variable futures strategies and empowerment of human resources is important to create efficiency. Futures strategies with the beta 0/28 More important and empowering beta 0/23 Is less important.

Conclusion

Education leaders need to improve human resources and avoid losses due to lack of resources necessary to rethink strategies. One of the skills required to improve human resource managers, future-survey. In this study, we based on the results and on the basis of studies to explore the relationship utilizes futures strategies and productivity of human resources in education to be addressed. The results of the hypotheses indicated, the use of futures strategies (future, future probable and desirable future) and productivity of human resources in education there is a significant relationship. Studies Shafipour motlagh and colleagues showed, to improve the efficiency of human resources in higher education futures-based organization needs to be addressed in education. Marco and yumit study (2006) showed, futures, collective performance of people and organizations improve and enhance their productivity. Rabies study (2011) showed, for activating its part of quality management education and business have to pay for the experience and thinking by exploring different alternatives and possible future action is possible. Studies Stewart (1990) showed that require management efficiency futures in it. The results showed that the second hypothesis, empowering human resources, the relationship between the three strategies (future, future probable and desirable future) with the efficiency of human resources in education, mediates. Cameroon study (2002) showed that the future decisions of the facilities of the change of organizational

creativity and the empowerment of staff in decision-making. Studies skilled showed that the managers to meet the challenges of productivity and human resource empowerment should try the features, achievements and future developments benefit. The results of their age, the use of strategies between futures (future, future probable and desirable future) and productivity of human resources in education there is a significant relationship.

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