

Identification and ranking of factors affecting financial health and self-efficacy of manpower in the Shahid Foundation of the West Azerbaijan affairs using TOPSIS model

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Abstract

The objective of the present research was to Identify and ranking of factors affecting financial health and self-efficacy of manpower in the Shahid Foundation of the West Azerbaijan affairs using TOPSIS model. The research method is descriptive survey and the statistical population is the all employees of the Shahid Foundation of the West Azerbaijan province with 280 people, of these, 162 were selected using Cochran's formula and stratified random sampling. A researcher-made questionnaire was used to collect information. Content validity of the questionnaires was confirmed by the experts and reliability of the questionnaires was confirmed using Cronbach's alpha coefficient. In order to analyze the data, exploratory factor analysis and Bartlett statistics were used. Fuzzy topsis technique was used to rank the factors affecting financial health and self-efficacy. Factors affecting financial health were named organizational factors, administrative-economic factors, legal-legal factors, social factors, personality factors, regulatory factors and informed factors. The factors influencing self-efficacy of individual factors, organizational factors and management factors were named.

Keywords: Financial health, Self-efficacy, Shahid Foundation.

Introduction

According to domestic and international statistics, Iran is one of the most corruptible countries in the world in terms of administrative corruption. According to a scientific survey conducted by the Iranian Economic Monthly Journal in 2002, about two-thirds of the respondents have complained about bribes and paid bribes (Khezri, 2008). In its 2014 report, the International Transparency International ranked Iran at 136th place in terms of corruption and administrative corruption.

Financial and administrative corruption, which is the opposite of the financial and administrative health of the most developed and developing societies, and the examination of it shows that corruption is preventing the growth of competition and neutralizing activities to reduce poverty and social discrimination, and negatively affecting the efficiency and effectiveness of the administrative management system, will lead to the loss of national resources and, consequently, to reduce the effectiveness of the government in leading the affairs and disenfranchisement of people into governmental and non-governmental organizations. Administrative Corruption also leads to weakening

incentives, causing social damage or undermining existing institutions, political losses or unjust distribution of resources, and ultimately economic losses. The United Nations Development Program defines corruption as abuse of state and administrative power for personal gain through bribery, extortion, kinship, fraud and embezzlement and equals it with "increasing the monopoly of power and personal discretion and reducing the level of accountability, trust and transparency, and transparency" (Transparency International, 2004). The results show that financial and administrative corruption is caused by numerous and widespread factors, so that cultural, social, economic, political and administrative factors were identified as the main factors of this phenomenon. Also, emphasis on preventive procedures rather than punishment of offenders, systematic and systematic follow-up of anti-corruption programs, emphasis on organizational culture and strengthening it as part of public culture and eventually addressing organizational issues, administrative structures and their analyzes are proposed based on a sociological approach to reduce financial and administrative corruption as fundamental solutions (Ghaderi, 2009). One of the other tools to reduce financial and administrative corruption and promote financial and administrative efficiency is advanced information and communication technologies (Sharifi Renani et al., 2015). On the other hand, human resources as one of the main agents and institutions of each organization play a significant role in the quality and quantity of its organizations. The growth and development of human resources and the increase in the skills, creativity and knowledge of the workforce at all levels of the organization for managers since the 90's are a strategic priority and now also it continues. Human resources, including employees and managers, are considered to be the most valuable assets of any organization, and the mission of the organization should be to give them the opportunity to grow and increase their self-efficacy (Naderi Zarena and others, 2017). Perceived self-efficacy plays a decisive role in the self-motivation of individuals because self-efficacy beliefs affect selection of challenging goals, amount of effort and effort in performance of tasks, endurance and persistence in dealing with problems and the amount of stress tolerance (Marashhian and Safarzadeh, 2013). Self-efficacy is widely used in health, clinical, educational, social and organizational fields (Pajars, 2002). High efficacy sense reduces fear of failure, raising the level of ambition, and improving problem-solving and analytical thinking capabilities that are proposed by the characteristics of entrepreneurs (Nouri, 2012). The scholars and thinkers have various factors, such as "clear statement of goals and missions", "education", "support", "empowerment", "reward system" and "democratic leadership" in promoting self-efficacy of human resources (Thomas and Vettus, 2015). In recent years, there have been cases of financial and administrative corruption in the Martyrs 'and Martyrs' Affairs Foundation, as well as empowerment and self-efficacy of human resources are of great importance. Therefore, self-efficacy and financial health are considered as one of the important challenges and issues facing the managers and officials of this organization. Therefore, the main objective of this research is to find the answer to this question. What are the factors affecting financial health and self-efficacy of manpower in the Shadid Foundation of the West Azerbaijan?

Background

The results of Rahimi and others' research (2017) show that the motivational features of the job have a positive and significant effect on individual faculty self-efficacy and individual self-efficacy on the faculty performance of the faculty members. At the group level, social features of the job had a positive and significant effect on the collective self-efficacy of the faculty members and the automatic attendance of the faculty members on the performance of the faculty members. Additionally, group-level variables such as social features of occupation and collective self-efficacy have a significant effect on individual level variables such as individual self-efficacy and individual performance. The moderating effect of group-level variables (social features of occupation and collective self-efficacy) on the relationships between individual level variables (Individual self-efficacy and individual performance) has been verified. It seems that studying the characteristics of a job and strengthening these characteristics leads to

a series of positive organizational behaviors (such as self-efficacy) and these behaviors can enhance the level of individual and group performance in universities. The results of the research of Keshavarz and others (2014) showed that there is not a significant relationship between job self-efficacy of managers of sports departments of Tehran province and age, gender, marital status, management history and level of management. However, there is a significant relationship between job self-efficacy and education level, field of study, specialty sports management, employment status, sporting history and championship history of sports managers in Tehran province. In general, the level of education, field of study, management in the field of specialty sports, employment status, sport record and the championship record of the sports managers of Tehran province are predictors of the self-efficacy of the managers of the sports departments of Tehran province. The results of Sheikhi's research (2011) showed that the health of the administrative system and the growth of ethical values in it, on the one hand, are influenced by the ontological and anthropological foundations governing the beliefs of the organizational individuals and, on the other hand, are influenced by the factors of trivial value, It is outsourced. Hence, the implementation of three types of insights and beliefs, in-organization and outsourcing is necessary. The results of the research, Toghani and Fazeli (2013), showed that the capital adequacy, health of the management system and incomes have a positive effect on the financial health of the bank, and the impact of asset quality on the financial health of the export bank is not significant. The results of the research of Bagheri and Mohammadi (2016), showed that financial evaluation, decision making process and financial support have a significant effect on financial health in the municipal organization. The binomial test showed that the level of financial health in the Ilam city municipality is high. Conclusion: In order to increase financial health, we use the new financial evaluation frameworks and techniques in the organization. Through the participation of employees in the decision-making process, human resources are effectively managed to increase the level of financial health. The results of Dobra and Fayyadi's research (2016) indicate that all components of the regulatory system of the country are consistent and effective in controlling administrative health, and these variables can be considered as significant variables in improving administrative health. The results also show that in terms of observing health indicators according to financial and administrative discipline, law enforcement and supervision are in the first to third ranks, and the most important indicator that is in trouble and damages the health of the bank is the good index It is a salary and the next level is the education and transparency of the law. It is suggested that in terms of meritocracy, the rules should be fair, transparent and fair, and that fundamental consideration be given to this indicator. The results of Mohebbi et al. (2016), show that the incomes index is the most important indicator of financial health from the perspective of employees of the Bank. Finally, the identification of the factors affecting financial health has been determined based on each of these indicators. The results of Shabani's research (2015) showed that the study of clarifying the activities, increasing the satisfaction of recipients, establishing a system of meritocracy in the selection and appointment, strengthening public monitoring, strengthening religious and ethical values in the organizational and occupational behavior of employees, strengthening participation and nongovernmental activities have an impact on the improvement of administrative health. Among them, the establishment of a system of meritocracy in selection and appointments is the most effective factor in strengthening the participation and activity of nongovernmental organizations, which has the least effect on improving the administrative health in the tax system of the country. The results of Chen & Kaw (2016) showed that the knowledge characteristics of occupation have a positive and significant effect on individuals' self-efficacy. The results of research by Knight et al. (2015) showed that job characteristics such as meaningfulness, sense of responsibility and feedback from the job can promote positive attitudes and attitudes of employees such as self-efficacy. The results of Hessie et al. (2012) showed that the motivational features of the job have a positive and significant effect on individual self-efficacy. In other words, the more motivational features within a particular job, the more self-efficacy of individuals becomes stronger. The results of the Davidson (2016) study indicate that the promotion of administrative

health has a positive and significant effect on the financial and non-financial performance of these companies. The results also showed that administrative health has a positive and significant effect on value management, risk control and costs. Neurosform (2002) concluded that schools with a favorable structure for collaborative decision making have a better atmosphere than schools that do not have such a structure (Jahed, 2005, p. 6). Corcmas (2007) showed that transformational leadership has a profound effect on teachers' job satisfaction, and transformational leadership is directly and directly influenced by teachers' job satisfaction and directly affect school health. The results of Osnear (2001) showed that high organizational health is correlated with the effectiveness of the organization.

Research Methodology

The research method is descriptive survey and the statistical population is the total number of employees of the Shahid Foundation of the West Azerbaijan that their number was 280 people. Of these, 162 were selected using Cochran formula and stratified random sampling. A researcher-made questionnaire is used to collect information. Content validity of the questionnaires was confirmed by the experts and reliability of the questionnaires was confirmed using Cronbach's alpha coefficient. In order to analyze the data, exploratory factor analysis and Bartlett statistics are used. Fuzzy tops technique is also used to rank the factors affecting financial health and self-efficacy.

Findings

Descriptive findings

The results showed that 64.1% of the staff samples were male and 35.9% were female sex. 21.7% were single and 78.3% were married. 13.8% of the sample was employees of 30 years and below, 30.8% of them 31 to 35 years old, 28.6% of them were 36-40 years old, 14.9% were 41-45 years old and 12% older than 45 years of age. 27.2% of the sample had a postgraduate education and 54.3% had undergraduate education and 18.5% had a postgraduate education. 16.1% of the sample was 1-5 year olds, 42.9% 6-10 years old, 21.8% 11-15 years old and 19.2% over 15 years old.

Inferential Findings

Answer to first question

What are the factors affecting financial health in Shahid Foundation and the affairs of the West Azerbaijan?

The first exploratory factor analysis (EFA) technique is used to answer the first question and identify the factors affecting the financial health of the martyr Foundation and the affairs of the emperors of West Azerbaijan province. As shown in Table (1), the KMO value for the items in the questionnaire identifying the factors affecting financial health in the martyr Foundation and the affairs of the West Azerbaijan province is equal to 0/831, more than 0.6 and the level Significantly, the Bartlett test is less than the 5% error threshold (sig <0.05). Therefore, due to the adequacy of the sampling and the significance of the Bartlett test, it is concluded that the data correlation matrix is possible to enter the exploratory factor analysis.

Table 1: Qualitative Sampling Test for Exploratory Factor Analysis

index	Indicator Estimates
KMO index	0.831
Bartlett Kroit Index	844.234
Degree freedom	279
sig	0.000

Considering factor loadings greater than 0.5 as the basis for meaningful items for entering factors, exploratory factor analysis using principal components analysis (PCA) for identifying the factors affecting financial health in the martyr Foundation and The affairs of the West Azerbaijan province were carried out. As can be seen in table (2), seven factors with extra high values were extracted. The magnitudes of the factors for the first, second, third, fourth, fifth, sixth and seventh factors were 4.22, 3.36, 3/1, 2 87/2, 1/71, 1/85 and 1/6 and the explained variance were 251.45, 19.341, 16.12 129, 12.18, 10.55, 5.683, and 678 / 3%, the seven extracted factors in total 921.93% of the variance of financial health in the martyr Foundation and the affairs of the veterans have been explained.

Table (2): The factors influencing financial health, the percentage of variance explained and their percentage of cumulative variance

Extracted factors	The special values	The percentage of variance explained	Cumulative percentage of variance explained
First factor	4.22	25.145	25.145
Second factor	3.36	19.341	44.486
Third factor	3.01	16.129	60.615
Fourth factor	2.87	12.101	72.716
Fifth factor	2.71	10.854	83.570
Sixth factor	1.85	5.683	89.253
Seventh factor	1.56	3.678	92.931

The amount of factor load obtained for each item of the questionnaire identifying the factors affecting financial health in the martyr Foundation and the affairs of the West Azerbaijan affair based on the exploratory factor analysis by main component analysis (PCA) in Table (3) It is not yet clear which of the items are in a group or an agent.

Table 3: The factor load factor matrix for the items of the questionnaire identifying the factors affecting financial health in the martyr Foundation and the affairs of the West Azerbaijan affaires

Items	Factor load
Simplicity of laws and regulations affects financial health.	0.927
The familiarity of the client with the laws and regulations affects the financial health.	0.911
An effective reward system affects financial health.	0.885
The familiarity of employees with the rules and regulations affect financial health.	0.831
The proportions of the growth rate of inflation and the growth rate of staff salaries affect financial health.	0.841
The sense of economic equality of government employees in relation to other segments of society affects financial health.	0.838
Lack of affiliation affects financial health.	0.861
Side benefits for employees affect financial health	0.882
Job security for employees affects financial health.	0.888
Considering the reward for committed employees by managers is affecting financial health.	0.809
Effective and efficient directors have an impact on financial health.	0.832
The presence of employees from collectivism-based morale has an impact on financial health.	0.888
The fair distribution of wealth in society affects financial health	0.889
Lack of Greed has no effect on financial health	0.873
The adherence of the organization's employees to the observance of religious standards affects	0.812

financial health.	
The personality traits of employees affect financial health.	0.893
Moodle-based mood affects employees' financial health.	0.825
Conscience among employees affects financial health.	0.888
The existence of informal networks affects financial health.	0.816
The existence of appropriate monitoring and control mechanisms affects financial health.	0.805
Effectiveness of disciplinary systems in the organization affects financial health.	0.824
The high level of public awareness and employee social knowledge affects financial health.	0.825
Adherence to the law in the culture of the community of employees affects financial health.	0.783
Employees' risk aversion affects financial health.	0.701

After determining the number of components, in order to determine which items form a group together, in other words, which components are also components, based on the seven extracted components, the factor matrix is arranged using Varimax orthogonal rotation. It was given that the items for each factor with a factor load greater than 0.5 that were meaningful were given in Table (4).

Table 4: Values related to each factor and the amount of factor load obtained from the elapsed matrix of the questionnaire identifying the factors affecting financial health in Shahid Foundation and the affairs of the West Azerbaijan affairs

items	First factor	Second factor	Third factor	Fourth factor	Fifth factor	Sixth factor	Seventh factor
Simplicity of laws and regulations affects financial health.	0.897						
The familiarity of the client with the laws and regulations affects the financial health.	0.828						
An effective reward system affects financial health.	0.785						
The familiarity of employees with the rules and regulations affect financial health.	0.731						
The proportions of the growth rate of inflation and the growth rate of staff salaries affect financial health.		0.741					
The sense of economic equality of government employees in relation to other segments of society affects financial health.		0.738					
Lack of affiliation affects financial health		0.661					

Side benefits for employees affect financial health.		0.782					
Job security for employees affects financial health.		0.688					
Considering the reward for committed employees by managers is affecting financial health.			0.709				
Effective and efficient directors have an impact on financial health			0.732				
The presence of employees from collectivism-based morale has an impact on financial health.				0.688			
The fair distribution of wealth in society affects financial health				0.689			
Greed has no effect on financial health.				0.673			
The adherence of the organization's employees to the observance of religious standards affects financial health.					0.712		
The personality traits of employees affect financial health.					0.793		
Moodle-based mood affects employees' financial health.					0.725		
Conscience among employees affects financial health.					0.788		
The existence of informal networks affects financial health.						0.716	
The existence of appropriate monitoring and control mechanisms affects financial health.						0.705	
Effectiveness of disciplinary systems in the organization affects financial health.						0.724	
The high level of public awareness and employee social knowledge affects financial health.							0.725

Adherence to the law in the culture of the community of employees affects financial health.							0.783
Employees' risk aversion affects financial health.							0.701

After extracting the factors affecting the financial health of the Shahid Foundation of the emperors of the West Azerbaijan province and determining the terms for each factor, they should be named. Because the meaning and the interpretation of the factors derive from factor loads, these meanings must be judged against an external criterion and criterion. The naming of each factor takes place by taking into account a common concept and meaning for the items. After identifying the factors that are empirically related to each other, the empirical contribution of variables that are loaded on a particular factor must be derived from conceptual inference. Therefore, with regard to the concept and the common sense of the terms, the naming of the extracted factors affecting the financial health of the martyr Foundation and the affairs of the West Azerbaijan affairs is shown in Table (5).

Table 5: Naming the extracted factors affecting financial health in the martyr Foundation and the affairs of the West Azerbaijan affairs

Item	Name of item
First item	Organizational item
Second item	Administrative-economic factors
Third item	legal factors
Fourth item	Social items
Fifth item	Personality items
Sixth item	Monitoring items
Seventh item	Informative factors

Answer to second question

What are the factors affecting the self-efficacy of manpower in the Shahid foundation and affairs of the West Azerbaijan?

To answer the second question and identify the factors affecting the self-efficacy of manpower in the Shahid Foundation of the emperors of West Azerbaijan Province, the Exploratory Factor Analysis (EFA) technique is used. Before performing the exploratory factor analysis, a sufficient sampling test is performed. As shown in Table (6), the KMO value for the items of the questionnaire identifying the factors affecting the self-efficacy of manpower in Shahid Foundation and the affairs of the West Azerbaijan affairs is equal to 0.799, which is more than 0.6. And the significance level of the Bartlett test is less than the 5% error threshold ($\text{sig} < 0.05$). Therefore, due to the adequacy of the sampling and the significance of the Bartlett test, it is concluded that the correlation matrix of the data is possible to enter the exploratory factor analysis.

Table 6: Qualitative Sample Test for Exploratory Factor Analysis

index	Index estimation
KMO index	0.799
Kroitt-Bartlett index	789.198
Degree freedom	128
sig	0.000

Considering factor loads greater than 0.5 as the basis for meaningful items for entering factors, exploratory factor analysis using principal component analysis (PCA) for identifying the factors affecting the self-efficacy of human resources in the foundation Shahid of the West Azerbaijan Province.

As it is seen in Table (7), three factors with extra high values were extracted, with special values related to the first, second and third factors being 4.11, 3.65 and 1.84, respectively, and the variance explained to The order of 45.126%, 357.76%, and the three extracted factors in total 93.427% of the variance of the manpower self-efficacy in the martyr Foundation and the affairs of the veterans have been explained.

Table (7): The extracted factors affecting the manpower's self-efficacy, the percentage of variance explained and their percentage of cumulative variance

Extracted items	The special values	The determined variance percentage	Cumulative percentage of explained variance
First item	4.11	45.126	45.126
Second item	3.65	30.564	75.690
Third item	1.84	17.357	93.047
Fourth item			

The amount of factor load obtained for each item of the questionnaire identifying the factors affecting the self-efficacy of manpower in Shahid Foundation of the West Azerbaijan affair is based on the exploratory factor analysis by main component analysis (PCA) in Table (8). It is not yet clear which of the items fall into one group or an agent.

Table 8: Factor load factor matrix for questionnaires identifying the factors affecting the self-efficacy of manpower in Shahid Foundation of the West Azerbaijan affairs

Items	Factor load
Experience has an impact on employee self-efficacy.	0.935
The personality affects employee self-efficacy.	0.921
Skills and expertise affect employee self-efficacy.	0.889
Self-esteem affects employee self-efficacy.	0.876
Organizational structure affects employee self-efficacy.	0.849
Access to resources affects employees' self-efficacy.	0.852
The reward system affects employees' self-efficacy.	0.881
Objectives clearly affect employee self-efficacy.	0.845
Providing information influences employee self-efficacy.	0.863
Freedom of action affects employees' self-efficacy.	0.803
Empowerment and autonomy are influential on employees' self-efficacy.	0.842
Participatory management affects employee self-efficacy.	0.874
Working group associations affects employees' self-efficacy.	0.893

After the number of components has been determined, in order to determine which items form a group together, in other words, which components are also components, based on the three extracted components, the factor matrix using Varimax orthogonal rotation It was given in Table (9) that the items for each factor with factor load greater than 0.5 that were meaningful were given.

Table (9): The items related to each factor and the amount of factor load obtained from the elapsed matrix of the questionnaire identifying the factors affecting the self-efficacy of manpower in Shahid Foundation and the affairs of the West Azerbaijan

Items	First factor	Second factor	Third factor
Experience has an impact on employee self-efficacy	0.904		
The personality affects employee self-efficacy.	0.894		
Skills and expertise affect employee self-efficacy.	0.891		
Self-esteem affects employee self-efficacy.	0.837		
Organizational structure affects employee self-efficacy.		0.849	
Access to resources affects employees' self-efficacy.		0.823	
The reward system affects employees' self-efficacy.		0.848	
Objectives clearly affect employee self-efficacy.		0.865	
Providing information influences employee self-efficacy.			0.831
Freedom of action affects employees' self-efficacy.			0.794
Empowerment and autonomy are influential on employees' self-efficacy.			0.826
Participatory management affects employee self-efficacy.			0.799
Working group associations affects employees' self-efficacy.			0.763

After extracting the factors affecting the self-efficacy of manpower in Shahid Foundation and the affairs of the emigrants of the West Azerbaijan province and determining the terms for each factor, they should be named, because the meaning and the interpretation of the factors derive from factor loads. These meanings must be judged against an external criterion and criterion. The naming of each agent takes place by taking into account a common sense and meaning for the items. After identifying the factors that are empirically related to each other, the empirical contribution of variables that are loaded on a given factor must be derived from conceptual inference. Therefore, considering the concept and the common meaning of the clauses, the naming of the extracted factors affecting the self-efficacy of manpower in Shahid Foundation of the West Azerbaijan affaires is given in Table (10).

Table 10: Naming the extracted factors affecting the self-efficacy of manpower in Shahid Foundation of the West Azerbaijan affaires

Answer to third question

What is the ranking of the factors affecting financial health in Shahid Foundation of the emigrants of West Azerbaijan?

To answer the third question, a fuzzy tops technique is used. Table 10 shows the decision-making matrix of the fuzzy topsis technique for the extent of the effect of identified factors on financial health in Shahid Foundation of the West Azerbaijan affaires based on employee opinion.

Table (10): The decision-making matrix of the topsis technique based on the responses of respondents

Items Factor Impact Assessment	Very much	much	medium	low	Very low
Organizational factors	342	92	4	0	0
Administrative-economic factors	220	156	18	0	0
legal factors	270	124	9	2	0
Social factors	235	80	6	0	0
Personality factors	285	104	9	6	0
Supervisory factors	300	88	21	2	0
Informative factors	230	144	18	2	0

The normalized matrix is shown in Table (11).

Table (11): Normalized matrix w_j

Items Factor Impact Assessment	Very much	much	medium	low	Very low
Organizational factors	0.462	0.398	0.248	0	0
Administrative-economic factors	0.387	0.252	0.148	0	0
legal factors	0.292	0.279	0.134	0.092	0
Social factors	0.222	0.210	0.190	0	0
Personality factors	0.25	0.198	0.202	0.175	0
Supervisory factors	0.194	0.168	0.232	0.094	0
Informative factors	0.154	0.112	0.188	0.086	0

Calculating the entropy values (E_j), uncertainty (W_j), and finally the coefficient of importance () or the weight of the indexes obtained by the Shannon entropy method are shown in Table (12).

The matched decision making matrix is shown in Table (13).

Table 12: Entropy values (E_j), uncertainty (d_j) and significance coefficients (W_j) related to the criteria for measuring the effect of identified factors on financial health

Benchmark	Entropy value (E_j)	Amount of uncertainty (d_j)	Importance coefficient (W_j)
Very much	0.576	0.424	0.282
Much	0.416	0.584	0.113
Medium	0.347	0.653	0.087
Low	0.251	0.749	0.069
Very low	0.121	0.879	0.052

Table (13): Unmatched tunable Matrix

Items Factor Impact Assessment	Very much	much	medium	low	Very low
Organizational factors	0.771	0.529	0.453	0.14	0.093
Administrative-economic factors	0.621	0.512	0.476	0.10	0.026
legal factors	0.688	0.364	0.412	0.071	0.024
Social factors	0.581	0.419	0.431	0.082	0.028
Personality factors	0.454	0.446	0.455	0.087	0.041
Supervisory factors	0.595	0.411	0.431	0.089	0.041
Informative factors	0.342	0.251	0.119	0.048	0.023

Finally, the final prioritization of the identified factors affecting financial health in Shahid Foundation and the affairs of the West Azerbaijan affair, using the Fuzzy TOPSIS technique, is based on the values of the CL hanging (final weight) in Table (14), as can be seen. Organizational factors with a final weight of 0.631 of the most important factors and factors of personality with a final weight of 0.27 of the quantity are the most important factors affecting financial health in Shahid Foundation of the West Azerbaijan, prioritizing other effective factors. The financial health of the martyr Foundation and affairs of the West Azerbaijan affaires is presented in the table below.

Table (14): the calculated CL values and the final rank of each of the factors affecting financial health

The affective values	CL	The final rank
Organizational factors	0.631	1
Administrative-economic factors	0.412	2
legal factors	0.213	4
Social factors	0.186	6
Personality factors	0.127	7
Supervisory factors	0.295	3
Informative factors	0.203	5

Answer to the fourth question of the research

What is the ranking of the factors affecting the self-efficacy of manpower in Shahid martyr foundation of the West Azerbaijan?

To answer the fourth question, a fuzzy tops technique is used. Table 15 shows the decision-making matrix of the fuzzy topical technique for the extent of the effect of identified factors on the self-efficacy of manpower in Shahid Foundation of the West Azerbaijan affair based on employee opinion.

Table (15): Decision Making Matrix of Topsis Technique for Respondents' Views

Factor Impact Assessment items	Very high	high	medium	low	Very low
Individual items	295	83	21	2	0
Organizational items	299	88	21	2	1

Management factors	155	168	45	2	1
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The normalized matrix is shown in Table (16).

Table (16): normalized matrix w_j

Factor Impact Assessment items	Very high	high	medium	low	Very low
Individual items	0.278	0.099	0.152	0.2	0
Organizational items	0.298	0.099	0.173	0.2	0.178
Management factors	0.146	0.198	0.326	0.2	0.178

Calculating the entropy values (E_j), uncertainty (d_j), and finally the coefficient of importance (w_j) or the weight of the indexes obtained by the Shannon entropy method are shown in Table (17).

Table (17): Entropy values (E_j), uncertainty (d_j) and significance coefficients (w_j) related to the criteria for measuring the effect of identified factors on the self-efficacy of manpower

Benchmark	Entropy value (E_j)	Amount of uncertainty (d_j)	Importance coefficient (w_j)
Very much	0.471	0.529	0.104
Much	0.488	0.512	0.10
Medium	0.636	0.364	0.071
Low	0.581	0.419	0.082
Very low	0.554	0.446	0.087

The matched decision making matrix is shown in Table (18).

Table (18): Unmatched tunable Matrix

Factor Impact Assessment items	Very high	high	medium	low	Very low
Individual items	0.571	0.529	0.453	0.014	0.093
Organizational items	0.751	0.512	0.476	0.10	0.026
Management factors	0.688	0.364	0.439	0.071	0.024

Finally, the prioritization of the identified factors affecting the self-efficacy of the manpower in the martyr Foundation and the affairs of the West Azarbaijan affair is presented in Table 20 using the Fuzzy TOPSIS technique based on the values of CL hanging (final weight).

As it can be seen, organizational factors with a final weight of 0.612 of the most important factors and individual factors with a final weight of 0.331 of the quantity are the most important factors affecting the self-efficacy of the manpower in Shahid martyr Foundation of the West Azerbaijan affaires, the prioritization of the other The factors affecting the self-efficacy of manpower in the martyr Foundation and the affairs of the emperors of West Azerbaijan are presented in the table.

Table (19): the calculated CL values and the final rank of each of the factors affecting the self-efficacy of manpower

Factor Impact Assessment items	CL	The final rank
Individual items	0.331	3
Organizational items	0.611	1
Management factors	0.510	2

Discussion and conclusion

The purpose of the present study was to identify and rank the factors affecting financial health and self-efficacy of manpower in Shahid Foundation of West Azerbaijan province with fan-topsis. The results of the first questionnaire analysis indicated that according to the concept and the common meaning of the factors, the factors affecting financial health in Shahid Foundation and the affairs of the emperors of West Azerbaijan province were organizational factors, administrative-economic factors, legal-legal factors, social factors, Personality factors, regulatory factors and informed factors were named. This is consistent with the findings of Sheikhi (2011), Toghani and Fazeli (2013), Bagheri and Mohammadi (2016), Dobra and Fayyazi (2016), Mohebi and others (2016), Rezaei and others (2016) and Shabani (2015).

The results of the analysis of the second question indicate that according to the concept and the common meaning of the words, factors affecting the self-efficacy of manpower in Shahid Foundation and the affairs of the emperors of West Azerbaijan province were named individual factors, organizational factors and management factors. This is consistent with the findings of Rahimi and others (2017), Farmer and others (2014), Marashchin and Naderi (2013) and Knight et al. (2015).

Results of the analysis of the third question showed that organizational factors with a final weight of 0.631 of the most important factors and factors of personality with a final weight of 0.27 of the quantity were the most important key factors affecting the financial health of the martyr Foundation and the affairs of the veterans of West Azerbaijan province. The administrative-economic factors, regulatory factors, legal-legal factors, awareness-raising factors and social factors are in the next ranks. This is consistent with the findings of Sheikhi (2011), Toghani and Fazeli (2013), Bagheri and Mohammadi (2016), Dobra and Fayyazi (2016), Mohebi and others (2016), Rezaei and others (2016) and Shabani (2015).

The results of the analysis of the fourth quest of the research indicated that the organizational factors with the final weight of 0.612 of the most important factors and individual factors with the final weight of 0.391 of the quantity of the most important factors affecting the self-efficacy of manpower in Shahid Foundation and the affairs of the sacrificial people of the province West Azerbaijan, individual factors are in the next rank. This is consistent with the findings of Rahimi and others (2017), Farmer and others (2014), Marashchin and Naderi (2013) and Knight et al. (2016).

Recommendations

According to the results of data analysis, it is recommended to direct managers to identify the organizational factors, administrative-economic factors, legal-legal factors, social factors, personality factors, regulatory factors and effective informational factors on administrative health. And the relevant authorities at the Shahid 'and Veterans' Affairs of the West Azerbaijan Province (such as: institutionalizing values such as honesty, duty, respect, and respect for fairness and justice; drafting a moral charter; developing professional and professional training for employees; Pay appropriate salaries, lending facilities and credibility, honesty and fashion confidence Ron interacting with employees, cooperative management, organizational justice, etc.) do and thereby improve the financial health of the organization.

According to the results of data analysis, the identification of individual factors, organizational factors and effective management factors affecting self-efficacy is recommended to enhance self-efficacy. The managers and authorities involved in Shahid Foundation and the affairs of the West Azerbaijan affairs act such as (amount of experience, skill Enhance the expertise, personality, and self-confidence of employees through education, participation in decision making, etc. Organizational structure, access to resources, goals, and reward system are arranged in such a way as to raise the level of employee's work and skills and expertise; Provision of information, freedom of action, power of attorney, participatory management T and working groups are tailor made to help develop the skills and expertise of the staff, thereby improving the level of self-efficacy in the organization.

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