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Examine the relationship between organizational socialization and employee productivity

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Abstract

This study to examine the relationship between the organizational socialization and employee productivity have taken place. Considering that human resources constructive role in furthering the goals and mission of the organization is the most important capital Every organization is the importance given to the organizational socialization, human relations and the use of force thinks and staff skills, the organization in achieving goals and mission successful returns. In this study, we examine the relationship between the organizational socialization and employee productivity pay in 1395. The research method is descriptive and statistical population included 140 employees of the health departments of medical science is, using Morgan table, 103 people sampled in this study, sampling simple random sampling was used Is . Cronbach's alpha was used to determine the reliability of the results of Cronbach's alpha organizational socialization vary from 0.85questionnaires staff productivity is equal to 0/91. To analyze the data, Pearson correlation coefficient was used. The results of the correlation between the organizational socialization and employee productivity at a significance level of 0.00, the 0/687, which indicates that there is a high correlation between them, So it can be concluded between the organizational socialization and employee productivity Health Department medical science there is a significant relationship.

Keywords: Organizational socialization, employee productivity and human relations

1. Introduction

The overall objectives of the governments and organizations to follow, can be sustained productivity first, change, innovation and quality of life noted. To achieve the goal, the goal will appear. So set your goals up with each other are interdependent. To achieve efficiency, efficient use of resources or performance 2 and 3 is necessary to achieve the purpose or effect (Ahmad, 2010). To assess the organization or administration of their goals were and have been able to reduce costs, objectives and tasks to advance to the terms of effectiveness and efficiency for they have used the sum of the efficiency of the organization, including is. A variety of factors and indicators on the efficiency of each organization such as the ability, motivation and skills of employees involved High sensitivity performance gain valuable asset of human resources organizations and people within the organization reflects the knowledge, skills and values her.

Hersey and Goldsmith 4 seven variables related to performance management effectiveness through the rest have chosen: motivation, ability, comprehension, organizational support, environmental compatibility, feedback and validation. The next step is that managers of these factors so that they can remember and used the combine. One of the ways that remind substances in the List makes it easy, it is with their initials or an acronym build a common word (Hersey and Blanchard, 1999).

Socialization 5 employees process in which employees, information necessary about the organization they have entered to receive and accept the norms and behavioral patterns of the tune and harmony are (Helper, 2012), plays an important role in stay or leave their employees. The use of the term socialization in its modern sense began in the late 1930s and early 1940s. Socialization includes acquiring attitudes, values and competencies that lead to the emergence of new personal subjective ideas and new roles for the new behaviors that are useful (Shaemi Barzoki and minimum 2010). Socialization programs in organizations and institutions to promote the compatibility of staff in the organization, design and run. On the other hand, provide the necessary training to comply with the organization's social workspaces and allows staff to properly make sense of commitment to the goals and values of the organization (Nadi et al. 2010).

Organizations according to the type of organizational structure as well as the type of job that new employees in the future it will be the responsibility of different ways to use human socialization. To transfer data to a new employee can be put to him in a formal session, norms and institutional policy to teach him. Or via "System " new applicant referred to a senior employee to learn the trick of his organization (cultural and Samadi, 2007). With a little research about socialization, but the results of a number of socialization show that the correlation between organizational socialization and organizational commitment positively and Results of regression analysis showed that fixed and approved by community organizational socialization, organizational commitment are stronger predictors (Shaemi Barzoki and Asghari 2011) also in another study which examined the relationship between Volumeareas of organizational and staff productivity The elected Isfahan research results show that in all areas Volumeof socialization (educational support, Understanding, Cooperation and Future Prospects) and area efficiency (the ability to, obviously, help, motivation, evaluation, validation and Environment) there was a significant relationship and the relationship between them and the direct result is positive. It with an increase in each of the areas of socialization Agnesi increased productivity. Personal characteristics such as age, gender, organizational position, employment history and the type of employment except Saadi Hospital, had no significant effect on socialization and employee productivity (Karimi et al. 1393). This study clarifies some aspects of socialization and productivity of managers to take better decisions and better will help, given that one of the important components of any corporate human resources of the organization is due to the employees in the organization in all aspects of their increase employee morale and can be useful to improve the efficiency and effectiveness of the organization. With a little research on the relationship between socialization and employee productivity there in the study of productivity with dimensions of organizational socialization comparison have been Therefore, in this study, the relationship between organizational socialization and employee productivity the staff of medical science and the interpretation of the results is discussed.

2. literature study

2.1 Definition of Culture

Various definitions of organizational culture is presented. For example, the corporate culture as "values prevail by an organization backed described" or "philosophy of the organization's policy to employees and customers leads" or "the values that help them do things the organization is done everyday "or" basic

assumptions and beliefs that are shared between the members of the organization ". Taking a look at these definitions we realized that there are major issues in corporate culture system of meanings shared among members of the organization. In any organization, patterns of beliefs, symbols, rituals, stories and customs that have arisen over time. These patterns cause of the organization and how members should express their attitude, common understanding and uniform and consistent (Alvani et al., 2011).

One of the important issues about organizational culture support, maintain and strengthen it. The corporate culture must start from the very beginning and to work in any given organization. For example, Disneyland first two days of the start of every employee to be familiar with the demands and expectations of the Company he does. Among other measures sociability, a new employee, by passing the training program justification, organization, tasks and issues that shape your intellectual framework - will be her cultural influence, is familiar with. The organization operates and job try-out employees to maintain the values, norms, customs and cultural norms that organization on which are formed, encourage these standards in their conduct be established (Najaf Begay, 2013).

2-2 of preserving culture

1. Selection: the explicit aim of the selection process, identifying and employing people with the knowledge, skills and abilities needed to perform successfully within the organization have, selected, ensuring the suitability of the organization and, additionally, the selection, information about your organization's volunteers.

2. Top management: actions of senior management major impact on the culture of the organization.

3-socialization: the demand is for new employees to adapt to the culture of your organization, to help them. This process of adaptation, called socialization. (Robbins 2011).

2-3 socialization

Staff socialization process in which staff, necessary and sufficient information about the organization that signed it to gain And with accepted norms and behavior patterns are consistent with the organization (Robbins 2011).

The use of so-called socialization in its modern sense began in the late 1930s and early 1940s. Socialization includes acquiring attitudes, values and competencies that lead to the emergence of new personal subjective ideas and new roles for the new behaviors that are useful (Nadi et al. 2010). Socialization programs in organizations and institutions to promote and improve the compatibility of staff in the organization, design and run. On the other hand, provide the necessary training to comply with the organization's social workspaces and allows staff to properly commitment to the goals and values of the organization feel that (same).

2-3-1 pattern of socialization

One such model is the six tactics and Shine, one of the most popular approaches to the study and understanding of organizational socialization. They believe that "what one learns about their roles in the organization depends on how it is learned them" (van Manen and Shine, 1979). In other words depends on which of the six tactics to be sociable. The tactics of Van Manen and Cheyenne are:

1. The tactics of collective versus individual tactics: Newbie either in the form of group and individual form to be sociable. In an organization may be one of those tactical or both are used.

2. The tactics of the official versus unofficial tactics: tactics of the official socialization of employees in the formal process of organization and tactics informal socialization through cooperation and influential the more experience points.

3. tactic sequential (continuous) tactics against random means that it is already planning stages and the sociability and for newcomers clearly explained or not?

4. tactic stable (established) in the tactic variable: means for socialization is whether employees of a timeline preset is used or not.

5. Serial tactics against discrete: the characteristics of new job roles to help his new role playing or not?

2.3.2 socialization process includes three stages as follows:

1. Before arrival: the training that is required before entry into the organization.

2-confrontation person faced with the reality and the special expectations.

3-metamorphosis: relatively permanent change occurs (Robbins, 2011).

3-efficiency

This, however, requires efficiency and effectiveness of the organization's performance (ibid.).

Effectiveness is the degree or extent to which the objectives to be achieved. In other words show the extent to which the effectiveness and efficiency of efforts to output the data conversion is done so at the lowest cost. The easiest and yet one of the best definitions of performance Peter Drucker has provided. From the perspective of Peter Drucker Efficiency is doing things the proper way is (Ahmad, 2010). resources used and the effectiveness of the level of achievement of the objectives of the preset; on the other hand, factors such as absenteeism, slow work, delays and incident creation, can appropriate measures to assess performance are (Robbins, 2011) . at the individual, group and organizational agents affecting individual performance are: ability, learning, personality, perception, motivation (ibid.).

4-- hypothesis

4-1 The main hypothesis

- Among the organizational socialization and employee productivity there is a significant relationship.

4-2 hypotheses

1. The relationship between the organizational socialization and the ability of employees is significant.

2. The relationship between the organizational socialization and understanding is significant.

3. significant relationship between the organizational socialization and organizational support exists.

4. significant relationship between the organizational socialization and motivation of the staff there.

5. There is a significant relationship between the organizational socialization and feedback.

6. There is a significant relationship between the organizational socialization and reliability.

7. significant relationship between the organizational socialization and environmental compatibility there.

5. Methods

The research based on practical purpose because the research organizations and institutes of research results and suggestions that can help to improve it, and by way of this research is a descriptive survey study and the statistical descriptive and inferential analyze the data we use. The population of the research staff of health departments of medical science that about 140 people. Simple random sampling, involves a process of selection that every possible sample volume is given an equal chance of selection. Simple random sampling requires that each element of the population identified, and are numbered (Blake, 2005). Data collection for this study were used two questionnaires organizational socialization and employee productivity. 20 questions to assess organizational socialization questionnaire Taormina (1994) by Byglyardy et al (2005) have been used. Mohammadi (1393) has been included, which has seven employees ability, understanding, organizational support, motivation, feedback, reliability and environmental compatibility, reliability was obtained by Cronbach's alpha 91/0. Likert response scale both the scale of 5 options (low to high) is. The questionnaire for assessing organizational socialization of the four areas of education, understanding, peer support and future prospects and Cronbach's alpha was use is the amount of which vary from 0.85to assess the reliability of the technique .

6-analysis of data

In order to analyze data The statistical method used to like - Test Kolmogorov Smirnov normality or non-normality of the data used in the table (1) The results of these tests showed that the components of the organizational socialization and productivity of employees normality are necessary. The Pearson correlation test to test the hypotheses and spss version 16 software was used for data analysis.

Table 1: Results of the Kolmogorov-Smirnov test

Probability	Kolmogorov-Smirnov statistic	Factor
0/21	1/06	Organizational socialization
0/31	0/96	Employee productivity

7. Hypothesis testing

7-1-MeasurementThe main hypothesis

-Among the organizational socialization and employee productivity there is a significant relationship.

To study the relationship between the organizational socialization and employee productivity statistical hypothesis test on behalf:

H0: There is no relationship between the organizational socialization and employee productivity.

H1: There is a relationship between the organizational socialization and employee productivity.

Table 2: Correlation between structures in the main hypothesis

Organizational socialization			Variable
Abundance	Pearson		Employee productivity
103	sig	The correlation coefficient	
	.0/00	0/687	

The findings from the study of the relationship between organizational socialization and employee productivity using Pearson correlation test at 5% level in Table 2 is shown. As the result of the test can be observed correlation between organizational socialization and employee productivity 0/687, which indicates Between the two there is a correlation as well as the level of significance 0.00, which indicates the validity of the test and given the 95% confidence level, given the significant level of 0/00 smaller than 0/50, then the hypothesis is confirmed. So we can say that the relationship between organizational socialization and employee productivity significantly. After all what is the use of higher employee productivity will increase.

7-2 test hypotheses:

First hypothesis: the relationship between the organizational socialization and the ability of employees is significant.

To study the relationship between the organizational socialization and the ability of employees statistical hypothesis test on behalf:

H0: There is no relationship between the organizational socialization and ability.

H1: There is a relationship between the organizational socialization and the ability of employees.

Table 3: Correlation between structures in the first hypothesis

Organizational socialization			Variable
Abundance	Pearson		The ability of employees
103	sig	The correlation coefficient	
	0/00	0/541	

The findings from the study of the relationship between organizational socialization and the ability of employees using Pearson correlation test at 5% level in Table 3 is shown. and given the 95% confidence level, given the significant level of 00/0 smaller than 05/0. The hypothesis is confirmed, so we can say there is a significant relationship between organizational socialization and the ability of employees. After all, the use of organizational socialization, the greater the ability of employees will increase.

The second hypothesis: between organizational socialization and understanding there is a significant relationship.

To study the relationship between organizational socialization and understanding staff on statistical hypothesis tested-is:

H0: between organizational socialization and understanding relationship does not exist.

H1: between organizational socialization and understanding of the staff there.

Table 4: Correlation between structures in the second hypothesis

Organizational socialization			Variable
Abundance	Pearson		Understanding
103	sig	The correlation coefficient	
	0/00	0/399	

The findings from the study of the relationship between organizational socialization and understanding of employees using Pearson correlation test at 5% level in Table 4 is shown. and due to the 95% confidence level, the achieved significance level of 0.00 is smaller than 0/095, the hypothesis is confirmed.

The third hypothesis: a significant relationship between organizational socialization and organizational support staff there.

To study the relationship between organizational socialization and organizational support on statistical hypothesis tested-is:

H0: There is no relationship between organizational socialization and organizational support staff.

H1: There is a relationship between organizational socialization and organizational support staff.

Table 5: Correlation between structures in third hypothesis

Organizational socialization			Variable
Abundance	Pearson		Organizational support
103	sig	The correlation coefficient	
	0/00	0/400	

The findings from the study of the relationship between organizational socialization and organizational support using Pearson correlation test at 5% level in Table 5 are shown. and given the 95% confidence level, the achieved significance level of 0.00 is smaller than 0/05, the hypothesis is confirmed. So we can say that a significant relationship between organizational socialization and organizational support there and the amount of organizational socialization is more organizational support staff will increase.

Fourth hypothesis: between organizational socialization and motivation There is a significant relationship.

To study the relationship between organizational socialization and employee motivation statistical hypothesis test on behalf:

H0: There is no relationship between organizational socialization and motivation.

H1: There is a relationship between organizational socialization and motivation of staff.

Table 6: Correlation between the constructions of the fourth hypothesis

Organizational socialization		Variable
Abundance	Pearson	Motivation

103	sig	The correlation coefficient	
	0/00	0/355	

The findings from the study of the relationship between organizational socialization and motivation of employees using Pearson correlation test at 5% level in Table (6) is shown. given the 95% confidence level, the achieved significance level of 0.00 is smaller than 0/05, the hypothesis is confirmed. So we can say that there was a significant relationship between organizational socialization and motivation apartments available the usage of organizational socialization is greater employee motivation will increase.

Fifth hypothesis: between organizational socialization and feedback there is a significant relationship.

To study the relationship between organizational socialization and staff feedback on statistical hypothesis is tested:

H0: There is no relationship between organizational socialization and employee feedback.

H1: There is a relationship between organizational socialization and employee feedback.

Table 7: Correlation between structures in the fifth hypothesis

Organizational socialization			Variable
Abundance	Pearson		Feedback
103	significant level	The correlation coefficient is a significant level	
	0/00	0/481	

The findings from the study of the relationship between organizational socialization and employee feedback using Pearson correlation test at 5% level in the table (7) is shown. given the 95% confidence level, the achieved significance level of 0.00 is smaller than 0/05, the hypothesis is confirmed. So we can say there is a significant relationship between organizational socialization and feedback from staff and organizational socialization is the amount of feedback from Performance will increase.

Sixth hypothesis: relationship between organizational socialization and there is a significant validation.

To study the relationship between organizational socialization and credit staff following hypothesis is tested:

H0: There is no relationship between organizational socialization and reliability.

H1: There is a relationship between organizational socialization and reliability.

Table 8: Correlation between structures in the sixth hypothesis

Organizational socialization			Variable
Abundance	Pearson		Credit
103	significant level	The correlation coefficient is a	
	0/00	0/512	

The findings from the study of the relationship between organizational socialization and credit employees using Pearson correlation test at 5% per table (8) is shown. given the 95% confidence level, the achieved significance level of 0.00 is smaller than 0/05, the hypothesis is confirmed.

Seventh hypothesis: between organizational socialization and environmentally significant relationship.

To study the relationship between organizational socialization and environmental compatibility staff on statistical hypothesis is tested:

H0: There is no relationship between organizational socialization and environmental compatibility.

H1: There is a relationship between organizational socialization and environmental compatibility.

Table 9: Correlation between structures in the seventh hypothesis

Organizational socialization			Variable
Abundance	Pearson		Environmentally
103	significant level	The correlation coefficient is a	
	0/003	0/270	

The findings from the to examine the relationship between the organizational socialization and environmentally employees using Pearson correlation test at 5% level in the table (9) is shown. As the

result of the test can be observed correlation between the organizational socialization and environmental compatibility 0/270 staff is Show that there is a correlation between the level and significance 0/003 percent, which represents a validation test And given the 95% confidence level, the achieved significance level of less than 0/05 than 0/003, then the hypothesis is confirmed And given the 95% confidence level, the achieved significance level of less 0/05 than 0/003, then the hypothesis is confirmed8-regression

In order to explain the structures influencing the increase staff productivity in the organization of multiple regression analysis simultaneously (Enter) is used. According to the table (10) correlation coefficient, the square of the correlation coefficient or the coefficient of determination shows that the correlation between variables is 0/692. The coefficient of determination indicates that 0/479 percent of the productivity of employees covered by the dimensions of organizational socialization.

Table 10: Summary Model

The standard error estimates	Adjusted correlation coefficient square	The square of the correlation coefficient	The correlation coefficient
7/84410	0/457	0/479	0/692

Table 11: Summary Model

sig	f	Root Mean	df	Sum of squares	
0/000	22/253	1369/244	4	5476/977	regression
		61/530	97	5968/395	Remaining
			101	11445/373	Total

According to the table (11) F value calculation (253/22) is significant at a confidence level of 95%. So it can be concluded because significant level achieved less than 0/05, so between the organizational socialization and employee productivity Health Department medical science there is a significant relationship.

Table 12: The results of multiple regression analysis

sig	t	Not standardized coefficients	Not standardized coefficients		Variable
		BETA	The standard error	B	
0/000	8/780	**	4/033	35/409	Constant
0/007	2/733	0/277	0/314	0/858	Training
0/018	2/401	0/234	0/279	0/671	Understanding
0/018	2/405	0/214	0/200	0/481	Support staff
0/047	2/012	0/165	0/234	0/471	view

The dependent variable of the study is employee productivity.

According to Table (11) F calculated (253/22) is significant at a confidence level of 95%. Thus, it can be concluded that employee productivity between organizational socialization and health departments of medical science there is a significant relationship. According to Table 12, by referring to the statistic T and significant levels can be judged, that all aspects of organizational socialization and employee productivity, a significant correlation. Beta is calculated based on the variables to regardless of the index, prioritizes, ranging training with the beta (0/277) was the largest in employee productivity in medical science have, and after thus, understanding the variable beta (0/234), variable with beta support staff (0/214) and variable landscape with beta (0/165) have been found.

9. Results

and organizations to pay special attention to the issue of socialization of staff and the way to do it. Note that in this study the relationship between organizational socialization and employee productivity Confirmed administrators need with special considerations to the socialization of staff to the goals and needs of the organization step and organizational productivity by managing their maximum to reach . Due to the increased socialization of ability, experience and readiness of employees and understand and accept the way of work, employees will increase. Flexible organizational support and community organizations can help employees to do their work successfully created the Venice increase staff motivation and desire to be. According to the socialization also leads to employees with feedback from the performance of their daily efficiency and how to do their job, learn and also makes decisions and goals based on policy performance has been consistent and employees can and the organization adapted to the environment and environmental effects are not significant effect.

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