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The Role of synergies in the management and staff of administrative organizations (case studies: Governor of Tehran)

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Abstract

The process of synergy phenomenon of issues that can be studied in various fields, not only in science and human behavior, but this property in the areas of biological and other natural phenomena also exist in various forms. Medical and pharmaceutical know that if you can combine with progressive and effective than their numerical power consumption in the non-hybrid. With regard to that, the synergy effect is a phenomenon that is exacerbated in the field of management studies and also to express the effect of increasing the efficiency of group activities and group work to individual work and independent, used the term And asserts, that "a group, provide synergy talent and capabilities more than the sum of its individual members do the same thing." In this study, the relationship of synergy and organizational efficiency are discussed. This research method is descriptive and applied. The population of the Tehran governor's staff. The sample size sample was obtained. Schema-making method is simple random sampling. Its results are proof of this variable.

Keywords: synergy - efficiency - effectiveness - Organizational Behavior

Introduction:

Synergy is usually defined as when two or more elements flow or operating with the cooperation and interactions (interactions) are usually caused work.
If the effect of effects that each of the separate elements could then create more synergy phenomenon

occurred The old saying "better the cooperation." The result of this synergy is better. The calculated result of teamwork and synergy can be calculated from the results of individuals in separate and individual and then subtracting the result of the first calculation of the gain Manifestations of the collective force can be found everywhere in nature. For example, if two plants near the plant roots of blends and improves soil quality and in the light of the cooperation and solidarity both grow better Or the weight of two pieces of wood tolerate much more of their weight that individually swing. Team spirit together his mathematical equations.

The main purpose of "examining the relationship synergistic effect on the performance of the employees and managers of administrative organizations

1.synergies in administrative organizations to achieve high efficiency of the organization

2.synergies in administrative organizations to effectively staff and managers

3. To achieve the ultimate goals of the organization can be effective synergy factor

4.create better performance and higher efficiency in the organization

Given that the outcome of the collective force of the individual forces. This means that relationship further with other minor components considered separately. The energy released by people who have team spirit, the overall energy to create synergy. Manifestations of the collective force can be found everywhere in nature. For example, if two plants near the plant roots of blends and improves soil quality and in the light of the cooperation and solidarity both grow better Two pieces of wood are much more tolerant. Or the weight of the total weight, each of which alone their swing

1. the synergies and increase efficiency in the organization there

2. There is a relationship between synergy and efficiency

3.The synergies and further the objectives of the organization there.3

4. the synergies and increase efficiency, performance and managers there

Research questions

1.Is synergies can lead to increased productivity in the organization?

2.Do can lead to more effective synergy employees?

3. whether synergies could lead to further realize the objectives of the organization?

.4Do can lead to increased synergy and efficiency of the performance of staff and managers?

Theoretical basis of research:

In today's competitive world, productivity improvement as a philosophy and strategy-based view, the most important goal of any organizational forms It can be like a chain of activities for all sectors of the population (Taheri, 1999). The main objective of the mission management and effective and efficient management of any organization using a variety of resources such as labor, capital, materials, energy and information (Vaziri , 2010). This has led in all countries and better and better productivity, optimum use of production factors (including goods and services) to become a national priority and all communities believe that the survival of any society without regard to productivity is not possible Our country is no exception and is considering the issue of productivity has a significant role in its development. In this context, labor productivity growth of about 5.3 percent in the fourth development plan has been determined, to realize it, it is necessary to identify appropriate solutions.

Since the factors of production, operating as sentient human resources, organizational resources and Coordinator unlike other known factors (Khalilian, 2008).

As well as the main lever for increasing productivity and reducing the organization is therefore very important and special attention should be paid to it. This role becomes more significant because human service organizations athlete scene is work and related services If this man is motivated and capable and efficient, other sources can be used efficiently and desirable and fulfill a variety of productivity and, ultimately, an organization's productivity Otherwise, bring stagnation and backwardness of passive and unmotivated workforce is.

The concept of productivity and its promotion in the health sector due to its unique properties, which include the Severe resource constraints, the need for all people to health services, lack of economic thinking and the necessity of human thinking in providing the equipment is expensive and the importance of this collaboration.

But how labor productivity or increases his productivity?

The answer to the question of institutions and organizations to fit their mission and needs of diverse employee

Although these needs and factors, like me, but they certainly are not the same intensity and priority of their impact on employee productivity.

Research Background

In general, it should be acknowledged that the activities of any organization is influenced by a range of factors that can help to identify and evaluate the factors affecting their activities realization of organizational goals.

Regarding the fact that productivity is a function of many different factors, the factors affecting the mission, activities, operations and other factors such as different from one organization to another.

As well as the importance and impact of these factors on productivity of different organizations are not the same, so it is not possible for organizations in all areas and aspects affecting arrive. Necessary to achieve the highest productivity at the criteria necessary for the organization of the importance of these factors are identified and prioritized, Then, to improve productivity, operational programs and projects need to be developed. Goodwin believes the most important asset of a company is its human resources, therefore they are considered as a major factor motivating forces for the success of the organization. The effect of individual factors in the improvement of labor productivity achieved in previous studies As a result of the same factors Tvary and his colleagues to the second category of factors affecting labor productivity was introduced. Alvani in your model such as physical and mental health, demographic characteristics, history and experience and the spirit of competitiveness including on the productivity of individual knows that human resources is effective. Synergy "is one of the most important and most interesting topics to study the concept of synergy and the synergy resulting from the formation and accumulation of knowledge is the basis of analysis of many psychological issues and sociology. Synergies derived from the Greek word Synergia, which means joint work and cooperative action.

In more simple definition, when two or more elements, flow, or operating with cooperation and interaction (interaction) they usually occur work If the effect of effects that each of the individual elements could be the cause, in this case the synergistic phenomenon occurred (Buchanan). Words glossary administrative synergies with many meanings. The most important things are: synergy, synergy, cooperation and joint activities with cooperation by two or more persons in the currency is ultimately more independent of individual activities (Yazdi, 2000).

Additional effects, interactions and synergistic effects of the increase in the meanings of words that some

have referred to (Venus, 2000). Given that, the synergy phenomenon, can be done to accelerate work in the field of management and organization studies to illustrate the impact of collaborative work groups and increasing the efficiency of the activity of individual and independent, this word is used, so that groups together more than capable of doing every one of its members (Rezaeian,2002)

In late 1920, the Germans decided to consider psychological synergy drawstring in the experimental group. The first experiments he did not confirm his hypothesis about the phenomenon Synergizing. But as a result of repeated experiments on the phenomenon of synergies has proved his achievements and the significant results achieved(Robbins,2002).

Mohammedan 2013 in an article entitled "The role of information systems in the effectiveness and efficiency of the public sector, the Governor of Tehran case study" to assess the effectiveness of information systems at the Department of Budget and Planning Tehran. Foojan model silt and O'Brien 2005 the combination of information technology and the effectiveness of the model as a theoretical framework was considered. Four-dimensional information system, including e-business, strategies and user support, data processing support and management report as independent variables and dimensions of effectiveness include: diversity, quality and cost dependent variables were considered.

Library information society research all users who use formula 520 Budget Tehran Governor Morgan, randomly assigned 550 patients After the distribution of questionnaires, 501 samples were analyzed collected data for all counties and municipalities covered. Using mean, percentage, frequency distribution and correlation coefficient was used to analyze the relationship between variables. The results show that the effectiveness and efficiency of information systems on the impact and effectiveness of the system and user support strategies and further cost reduction and optimization of costs (as well as between the data processing and quality of the influence there) . And colleagues of the victims of 2013 as the impact of information technology on the professional conduct of the Governor of Tehran's human resources. Based on the results of the research, IT professional on the various indices of human resources has different effects. That the use of information technology, accountability, independence level of information and increase the level of communication outside the organization, but the use of information technology, a significant influence on activities not transformative. The process of synergy phenomenon of issues that can be studied in various fields, not only in science and human behavior, but this property in the areas of biological and other natural phenomena also exist in various forms. Medical and pharmaceutical know that if you can combine with progressive and effective than their numerical power consumption in the non-hybrid. Given that, the synergy effect is a phenomenon that is exacerbated in the field of management studies and also to express the effect of increasing the efficiency of group activities and group work to individual work and independent, the term is .And asserts, that "a group, provide synergy talent and capabilities more than the sum of its individual members do the same thing." In other words, the total is more than the sum of its parts. Some of these show that 2 + 2 = 5, or greater than 5. The process that this surge in situation justifies these and similar conditions, as has been mentioned synergy. In many cases, a person's behavior while in the group, Ibrahim, who never happen alone. This behavior, when combined with additional energy or synergy synergy is achieved. Because it can not be justified merely by the number and diversity of the population. In late 1920, a German psychologist has tried to test the phenomenon of group synergy in drawstring. The first experiments on the phenomena he synergistic expectations were not approved; But the repetition of tests, his achievements on the synergy effect, was established and achieved remarkable results.

Jacob Levy Moreno is the founder of group analysis, said; The reality of human life, of action and reaction among the finds and what the result of social interactions and interpersonal relationships, the results of which brings them is synergy. The need for synergy can be summarized in the following five:

Create synergies in distribution organizations to standardize and harmonize activities, helps balance the load increases. Uneven load distribution and lack of coordination of activities on the other units member fed up failure prevents activities. Synergy in the organization is to prevent crises Organizations often on the crisis caused by the absence of specific coordination system finds that not only benefit the not rebuke or threat particular part, but also the part of the poor performance .Director of coordination cravings take advantage of synergistic prevent the onset of these crises. Finally, we must not forget that increasing overall efficiency, and increase the organization's prevention sections disintegrate band is Synergistic

Research methodology

The present study aims in terms of application and the nature of descriptive correlational. Since the objective of the present study was conducted to describe it in one research study was descriptive. Descriptive studies, regardless of the causes of incidents and events just how the quality and quantity of data that is. The correlation research investigator with the presence or absence of data to determine the relationship between variables. In the present study since researchers are looking for synergy and organizational efficiency relationship between the two variables is the correlation method. The research staff. People were governor of Tehran. You do not have to study a subject that all of society observed and assessed, but in most cases it is sufficient details. In other words, most of the studies, the researchers will do sampling. In this study, the random sampling method is used.

The Analysis of Data

We have used Descriptive statistics and inferential statistics such as Pearson correlation and single variable t-test for analyzing data.

Research Findings

The results of this analysis show that due to the significant level of correlation coefficient is positive and significant relationship between these two variables can be seen. Less than 5 hundredths of a significant factor this proves significant. Its numerical value is 322 hundredths of a relationship is relatively weak" .There is a synergy between the understanding and" the results of this analysis show that due to the significant level of correlation coefficient is the relationship between the socialization of knowledge and empathy can not be seen. Its significance level obtained for the hundredth 673 and since that is more than 5 hundredths of this correlation is rejected. "There is a correlation between synergy and the organizational support " The results of this analysis show that the correlation coefficient is due to the significant level of knowledge of the relationship between society and self-motivation is not The significance level of 63% is obtained for this relationship because this relationship is more than 5 hundredths rejected. "There is a correlation between synergy and the motivation"

The results of this analysis show that the correlation coefficient obtained with respect to the significant level of relationship between the socialization of knowledge and empathy cannot be seen. The significance level obtained for this connection is 13 hundredths higher than 5 hundredths is because the connection is rejected . "There is a correlation between synergies and the feedback" The results of this analysis show that due to the significant level of correlation coefficient obtained from the relationship between the feedback and synergy cannot be seen. Its significance level obtained for the hundredth 472 and less than 5 hundredths is because the connection is confirmed" .There is a correlation between synergies and the credit" The results of this analysis show that the correlation coefficient obtained with respect to the significant level of relationship between the socialization of knowledge and empathy cannot be seen. Its significance level obtained for the hundredth 559 and less than 5 hundredths is because the connection is established" .There is correlation between synergy and adaptation and after "The results of this analysis show that due to the significant level of correlation coefficient obtained between adaptation and synergistic relationship can be seen .Its significance level obtained for the hundredth 482 and less than 5 hundredths is because the connection is confirmed.

		synergy
Ability	Pearson Correlation	.104
	Sig. (2-tailed)	.322
	N	93
Recognition	Pearson Correlation	.044
	Sig. (2-tailed)	.673
	N	93
Protection	Pearson Correlation	.063
	Sig. (2-tailed)	.549
	N	93
Motivation	Pearson Correlation	.133
	Sig. (2-tailed)	.209
	N	91
Feedback	Pearson Correlation	.472**
	Sig. (2-tailed)	.000
	N	93
Credibility	Pearson Correlation	.559**
	Sig. (2-tailed)	.000
	N	93
Compatibility	Pearson Correlation	.482**
	Sig. (2-tailed)	.000
	N	93

Regression testing of synergy and organizational efficiency

According to the table below, we conclude that the only feedback, reliability and compatibility of synergy impact achieved significant results And the correlation coefficient obtained confirms the existence of such influences and relationships. In this study, multiple regression analysis was used to understand this relationship. The multiple regression analysis is shown. Beta positive values in Table 10 shows that the model is:
$Y = 0.316x1 + 0.316x2 + 0.316x3 + \varepsilon$ which represents feedback in this regard x1, x2 and x3 represents credit is showing. That the results only show a positive effect. The results of this test in the table below.

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9.477	7	1.354	11.273	.000b
	Residual	9.969	83	.120		
	Total	19.446	90			

a. Dependent Variable: Synergistic

b. Predictors: (Constant), Compatibility, Protection, Recognition Credit, Ability, Motivation, Feedback

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.808	.389		2.076	.041
	Ability	-.029	.045	-.054	-.642	.522
	Recognition	-.050	.057	-.074	-.872	.386
	Protection	.025	.050	.041	.506	.614
	Motivation	.023	.059	.033	.381	.704
	Feedback	.174	.081	.206	2.137	.036
	Credit	.346	.067	.438	5.143	.000
	Compatibility	.291	.085	.302	3.411	.001

a. Dependent Variable: Synergistic

Conclusion:

Given that the outcome of the collective force of the individual forces. This means that the relationship more minor components are considered separately. The energy released by people who have team spirit, the overall energy to create synergy. Manifestations of the collective force can be found everywhere in nature. For example, if two plants near the plant roots of blends and improves soil quality and in the light of the cooperation and solidarity both grow better. Or the weight of two pieces of wood tolerate much more of their

weight that individually swing. According to the hypotheses and findings based on four hypotheses were confirmed, including:

1. the synergies and increase efficiency in the organization there
2. There is a relationship between synergy and efficiency
3. the synergies and further the objectives of the organization there
4.the synergies and increase efficiency, performance and managers there

And according to the hypothesis of administrative bodies so synergies can be used for efficiency and increased productivity, resulting in:

Having a joint goal; 2. Interaction and a common cultural identity and values; 3. Specific characteristics that determine the social rules of the group; 4. Build Emotional Group;

Some scholars source of huge amounts of energy that is created in the spirit of interactions and reactions to exponentially know

That of unity and common purpose in a regular unit increases. And brings results that people are not able to do it alone, never; 6. Group cohesion, research shows, groups that are more coherent, more effective and group cohesion could be due to the synergies between the group members. In addition to the obvious synergy aspects, when combined with the values and beliefs of correct or incorrect, it can be useful in addition to being very positive and, at the same time is dangerous and very uncomfortable, sometimes even attributing it to areas of non-human behavior Thought to be. Psychology and organizational behavior are a lot of features and phenomena, and to explain the effect of synergy of teamwork uses of the term. The results showed that only three feedback dimensions of organizational efficiency, consistency and reliability of the synergy effects and other aspects do not affect the efficiency of synergy. The results showed an average except for the ability to organizational efficiency, all aspects of organizational efficiency and synergy of the three are above average . Despite the positive relationship between the two and the psychological effect of capital on organizational efficiency and synergy, the researchers recommend future. This research examines the role of mediation with other psychological factors such as the competence of intelligence and personality structure review.

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