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Survey the Administrative Health and Improved Financial Performance at the Technical and Professional Organization of Isfahan

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Abstract

The aim of this study was to survey the Administrative health and improved financial performance at the Technical and Professional Organization of Isfahan. The population of the study consisted of all employees of the General Directorate of Vocational that were selected n = 182 employees as sample. The research instrument consisted of two questionnaires: Administrative health questionnaire (Standard) by Hui and Feldman (1996) and the questionnaire used to measure the improvement in financial performance. To measure validity has Used of content method, and Cronbach's alpha was calculated to determine the reliability ,its value was estimated at 85%.The results show that there was a significant relationship between health and improved financial performance at the technical and professional Organization of Isfahan (Main hypothesis), as well there is a significant relationship between health administration and improve the performance of value management, improvements in risk controls, improve performance and Control costs.

Keywords: Administrative Health Care, Improve Financial Performance, Risk Management, Cost Control

Introduction

In many developing countries, The public, NGOs and the media Consider corruption administrative - financial, as the main factor being dominated by others and weak economic growth (Frisch, 1994). Every organization has resulted in many negative consequences of corruption. Corruption increases the cost of doing things and hinder investment and direction of economic development will be faced many obstacles. Corruption provides all aspects of the recession through the guidance incorrectly talents and human resources. As corruption is caused by numerous factors, its Effects and results are scattered in the community. Corruption is an obstacle to economic and social cohesion, political stability and economic development (through the destruction of healthy competition in the market).Corruption and continuing cause loss of social prestige and dignity of the administrative system, loss of trust and respect of people towards state institutions and administrative units leads to increasing alienation and distance between the rulers and the masses.

Health Administrative and Administrative Identity

Health administrative is today regarded as the only approach to dealing with corruption. Health administrative Refers to a situation in which all factors within an organization be able to accommodate the desired goals of the organization and able to quickly identify deviations from the norms of legal and administrative barriers to organizational goals and incorporate the necessary measures to correct them (Planning Center of Tehran, 2008:18).

Causes of Corruption

Studies have been done on the phenomenon of "Corruption" indicate the complexity and extensive factors in the formation of this phenomenon. In general, the main factors in the formation of these phenomena can be divided into two groups: Internal factors, External factors (Boromand, 2003).

Internal factors

- *Cultural and environmental factors:* The truth is that in current administration, appoint and assign organizational posts according bribery has become the norm and collusion between wealthy people, the administrative bureaucracy and politicians have become accepted for passing filters administrative system. It was concluded corruption, especially at the macro level of society.

- *Personality factors:* In all countries, especially developing countries, presents eligible for organizational and administrative positions that selection and appointments are made based on the circumstances. In content eligible for government administrative positions, part is devoted to the principal characteristics; it also refers to the importance of role of managers' personality traits in organizational behavior.

- *Administrative and organizational factors:* in current administrative system, administrative units are often faced with many unrealistic or unnecessary regulations and ambiguity of the administrative practices and current standards work allows agencies to make personal decisions and actions. In addition, Complex processes and multilayer administration encouraging the clients to offer bribes to expedite work. On the other hand, Limited rights to social services staff s due to the gradual reduction of their resistance to accept the proposal.

- *Violation of norms:* corruption and corruption finance is unethical behavior (Byars & Rue, 2008) (Faria, 2001), which is Including violation or deviation from legal norms (Khan, M. (1996)(Nye,1997), or moral value.

External factors

It is said that corrupt officials to arise because some people vitiate them. One of those corrupt is foreign elements. Multinational companies are attempting to bribe in the host countries for protect their interests (Afzali, 2011).

The basic Conditions for the Appearance of Corruption

- *Willingness:* Willingness to commit an offense is in the mind of the person. Willingness is due to several factors. Since these factors has to come from within the person or the environment does not create much difference in the results.

- *Opportunity:* To engage in corruption in addition to the willingness, there must be a reasonable opportunity.

Factors Facilitating Corruption

• *Political factors:* The lack of complete independence of judiciary, influence of executive faculty pressure from influential groups within and outside the organization, corruption of senior managers, is considered to facilitate the flow of political corruption.

• *Administrative factors:* Organizational and administrative structure of inefficient, Massive and disproportionate to the aims and tasks, complexity and number of rules and regulations, circulars and guidelines, administrative, Ineffective management, lack of meritocracy, Discrimination in recruitment, appointment and promotion of individuals, Payroll system failure, reward and punishment system, system of monitoring and evaluation, Preferred group goals to corporate goals are Administrative factors facilitating corruption (Najari, 2001).

Corruption Control Methods

Since employees and citizens who are involved in corrupt practices to assess the benefits and costs of this action, therefore, effective measures to control corruption should reduce their benefits or increase their costs expected. Effective methods to control corruption must be followed by at least one of the following results:

- Reduce the demand for corruption.
- Increased costs of providing services corruptive to corrupt employees.
- Increase the risk of detection and arrest the perpetrators of corrupt (Habibi, 1998).

Financial Performance Indicators

1. *Value Management:* Manage the values within the organization is a management model that focuses on stimulating people develop skills and enhance synergy and innovation aimed at improving organizational performance(Zhao & Kim & Du,2003).

2. *Risk:* "Risk" is an uncertainty about the future that can be calculated. If you are unable to calculate the amount of uncertainty about the future, not risk; But its only Uncertainty; hence, due to the uncertainty in calculating the amount of risk it can manage and control. Risk is defined in Chinese with double quotes, the first means danger and the second is the concept of opportunity (Venous & Godarzi, 2003)

3. *Cost:* Term costs in terms of theoretical economics means total payments shall provide a unit for investment, land, labor and management (Farhang, 2005).

Administrative Health and Performance Improvement in Risk Control

Risk management is the identification, assessment and control of real property risks, responsibilities, and manpower. This process includes the following steps:

1. The first step is to define the goals that company or family is looking for it. The main objectives are: Company survival following a catastrophic losses, stable income, lower costs in the long run.

2. After determining the objectives, risk managers need to identify risks of company or family.

3. The next step, evaluation of potential losses associated with these risks during the planning period.

4. After identification and risk assessment; risk managers need to select the best combination of tools that are used to deal with their problems. These tools include: avoiding the risk, reducing the likelihood of damage or if it occurred, preventing the development of its range.

5. After determining a suitable solution to the risk, decisions can be implemented.
6. The results of the decisions taken and implemented in the first five steps should be monitored to assess their reasonableness and determine whether changing conditions requires different solutions.

Risks Workforce

Risk managers are concerned about financial losses of manpower because:

- 1) to attract and retain employees.
- 2) to improve employee morale and productivity.
- 3) To promote the welfare of employees.
- 4) create the image of a company represents part of taking care of employees.

Administrative Health and Improve Performance in Control Costs

The most important characteristic of a dynamic management firm is a good personal budget system. As a result, firm have ability to provide the necessary costs for the development of skilled manpower in the health sector. In this context, two basic points should also be considered; Firstly, according to the Brain Drain in the health sector, resources needed to educate and increase their capabilities; it is one of the most important factors in maintaining this type of labor. Secondly, delay in recruitment led to a decrease in productivity in the health system.

Financing constraints should allow managers to fulfill labor absorption process at the right time. Suggestions for dealing with these two issues will be offered include:

- Check the status of a salary;
- Evaluate existing inequalities in the salary;
- Training needs assessment and retraining of staff;
- Targeted investments for employee motivation.

Main Hypotheses

There is a relationship between health administration and improve financial performance.

Sub-hypotheses

H1: There is a relationship between health administration and improvement of value management performance.

H2: There is a relationship between health administration and improvements in risk controls.

H3: There is a relationship between the administration and performance improvement in health care cost control.

H4: Administrative health aspects impact on improving financial performance.

Methods

Type of research method is descriptive – correlation. Statistical population was employees of General Directorate of Vocational of Isfahan that they are 348 employees. Then, distributed 182 questionnaires based on convenience sampling. Method of research was T-value for analyzing, we used SPSS software. The instrument was two questionnaires (health administration and financial performance), 44 questions related to administrative health 24 questions related to financial performance and made the Likert method.

Methods of Analysis

In this study we have used the descriptive statistics (frequency, percentage, and average charts) to describe the data suggest, Cronbach's alpha to determine the reliability of the questionnaire and, to test the hypotheses, Pearson's correlation and level of significance and, two-sample t-test and logistic regression models and analysis of variance to examine the basic assumptions.

First Hypothesis

H0: administrative health and improvement of value management performance are uncorrelated (no relation).

H1: There is a relationship between health administration and improve the performance of value management.

Table 1

Benchmark Test	Variables	
	Administrative health	Improvement of Value Management Performance
Pearson's correlation	0/423	
Significant level.	0/000	

In First research hypothesis test, calculated the Pearson correlation coefficient (0.423),sig=0.000 Which is less than 5% error, Therefore, the H0 is rejected and the H1 is confirmed. Mark and the Pearson correlation coefficient indicate a moderate correlation. With the increase in administrative health increases the value of improvement of value management performance.

Second Hypothesis

H0: health administration and improvements in risk controls are uncorrelated (no relation).

H1: There is a relationship between health administration and improvements in risk controls.

Table 2

Benchmark Test	Variables	
	Administrative health	improvements in risk controls
Pearson's correlation	0/365	
Significant level.	0/000	

In second research hypothesis test, calculated the Pearson correlation coefficient (0.356),sig=0.000 Which is less than 5% error, Therefore, the H0 is rejected and the H1 is confirmed. Mark and the Pearson correlation coefficient indicate a moderate correlation. With the increase in administrative health Increases the value of improvements in risk controls.

Third Hypothesis

H0: administration and performance improvement in health care cost control are uncorrelated (no relation).

H1: There is a relationship between the administration and performance improvement in health care cost control.

Table 3

Benchmark Test	Variables	
	Administrative health	Improvement in health care cost control.
Pearson's correlation	0/365	
Significant level.	0/000	

In Third research hypothesis test, calculated the Pearson correlation coefficient (0.356), sig=0.000 which is less than 5% error, Therefore, the H0 is rejected and the H1 is confirmed. Mark and the Pearson correlation coefficient indicate a moderate correlation. With the increase in administrative health increases the value of improvements in health care cost control.

Fourth Hypothesis

H0: All regression coefficients are zero. (There is no significant relationship between health administration and improve financial performance)

H1: At least one of the regression coefficients is not zero. (There is no significant relationship between health administration and improve financial performance).

Table 4

F test for the presence or absence of regression model

F-statistic	The significance level (p)	The coefficient of determination (R2)
12.73	0.00	0.339

The results above show that significant F-test is less than 5% error and there is therefore a significant regression model. The coefficient of determination regression model shows that 33.9% of variation of dependent variable is explained by the independent variables.

Table 5

t-test

Parameter	regression coefficient	t	p
Are the intercept	1/87	7/55	0/000
Institutional unity.	0/377	4/85	0/000
Permeability	-0/376	-4/13	0/000
Consideration	0/342	5/17	0/000
construction	-0/065	-0/94	0/35
Sources of support	0/121	2/06	0/041
Spirit	0/04	0/59	0/558
Academic emphasis	0/192	2/75	0/007

The results above show that Significant of regression coefficient (Are the intercept, Institutional unity, Permeability, Consideration, Sources of support, Academic emphasis) is less than 5% error, Therefore, H_0 can be rejected for any of the coefficients and H_1 (regression coefficient) is confirmed. Therefore the simultaneous impact of these factors on improving financial performance and simultaneous change in each independent variable impact on improving financial performance. But Significant of regression coefficient (Spirit, construction) is more than 5% error, Therefore, H_0 can be confirmed for any of the coefficients and H_1 (regression coefficient) is rejected. The regression model is as follows:

Improve financial performance = 1.87(Are the intercept) + 0.3779 (Institutional unity) - 0.376 (Permeability) + 0.342 (Consideration) + 0.121 (Sources of support) + 0.192 (-) - 0.065 (construction) + 0.04 (spirit) + 0.192 (Academic emphasis).

Discussion

The results of this study indicate that in this organization, there is a relationship between two variables administrative health and improved financial performance. This means that administrative health has an impact on improving the financial performance of the first hypothesis is confirmed.

The results of this study are somewhat consistent with previous results Rahnavard (2009). Exploratory factor analysis revealed that the five groups are the factors affecting corruption: 1. Break the law by administrators, 2. The lack of accountability and poor oversight, 3. The weakness of the performance appraisal system, 4. Bureaucracy of the public sector, 5. Ineffective maintenance system.

First hypothesis: The results of this study indicate that there is a significant link between health administrations and improve management performance value. The results of this study are somewhat consistent with the results of (Christine and Gyrvyry, 1999). They study entitled "assets and report the missing" found the following results: defining value components is necessary for each structural. Intangible assets are long-lived assets and untouchable that develop and spread by a commercial company and they are considered part of the company's assets.

Second hypothesis: The results indicate that there is a relationship between the administration health and improvement in risk management. The results of this study are somewhat consistent with the results of (Jadgyv et. al., 2007). They study entitled "Effectiveness of asset management strategies to competitive advantage for management organizations" found the following results: The main reason for setting up of intangible assets is that if an organization is able to align human capital such as knowledge and skills of their employees with investors information such as human resource management information system and organizational investments such as teamwork and management culture, will be able to create a strong competitive advantage. If the life of an intangible asset is limited to the contract or rules, the assets must be amortized over the term of the contract with the law.

Third hypothesis: The results indicate that there is a significant relationship between the administration health and performance improvement in cost control.

The results of this study are consistent with previous results of the Order Budgeting schedule And control costs: (Andrews, 2004; Brones and Lie, 2004; Andrews, 2004; Jahandost, 1995; Namazi, 2004).

Fourth Hypothesis: Administrative health aspects impact on improving financial performance.

The results of this study suggest administrative health aspects impact on improving financial performance. As a result, the above hypothesis is confirmed.

Miles refers to organizational health is viability and survival of the organization in its environment and its compatibility. Organizational health is organization's ability to survive and healthy organizations deal with external destructive forces successfully and lead them effectively toward goals and objectives of the organization and in the long term they show signs of a healthy organization.

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