


The Relationship between Job Promotion of Clerks and Improving Performance in Branches of Melli Bank in Bonab

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ABSTRACT

The general purpose this study aims to reach is to investigate the relationship between clerk's job promotion and improvement in performance process in branches of Melli Bank in Bonab. In order to do so, studies, papers and books published in the field were examined to find proper framework for the study. Thus, the model used by Nekooyi Moghadam et.al. (2014) was taken for job promotion and the model used by Moghimi was utilized for improvement of performance. Moghimi's model had six dimensions of credibility, attitude, work quality, innovation, cooperation and security. In this regard, one main and six secondary hypotheses were compiled. Statistical population of the study included all 67 clerks in branches of Melli Bank in Bonab. The data for the study were collected through two questionnaires of job promotion and performance. The reliability and validity of the questionnaires were approved by experts and then they were distributed among subjects. In order to analyze the data collected from questionnaires, descriptive and inferential statistics were utilized. In order to classify, summarize and interpret the data, descriptive statistics were used. Spearman and Regression tests were used to test research hypotheses. Results from these tests have approved all research hypotheses and demonstrated that there is a significant relationship between job promotion and improvement of performance in branches of Melli Bank in Bonab.

1- Introduction

Among the major issues that can cause in the occupational environment, level of study, the question of the existence of the expertise and labor fields (Nekooyi Moghadam et.al. 2011). Our staff, more than in the past about his life, work and thought are concerned, they are safe, long-term jobs and they want to frustrate them and their progress on the job. On the other hand, most of the professional staff with special expectation and hope to reach the highest level in the kidneys and most of them start the Organization to its progress,

and achieving the highest power to make and show the importance of the benefits (Clark, 2005). It is possible that the individual attitudes and other behaviors that do not reach the efficiency and health of physical shaken. The outcome of this matter can be in the form of reduction of yield reduction and organizational task to update (Ghaderipoor, 2009). One of the most important planning measures for the Organization, attracting and maintaining and strengthening human resources and increasing their motivation and efficiency in performing the tasks assigned and improve the quality of services,



the plan for defining the clientele occupational promotion path for employees.

Performance management is one of the most important mechanisms of human resources education discovering and can design and deploy performance management process by having the correct component such as the goal of effective investment, forming an interview and the end of the first volume (the one between superiors) and transfer them to staff expectations and identify training needs, expectations get and human resources education and contemplate measures necessary for providing them, the proper platform to facilitate communication and education of human resources provide interior fitted. As a result of the transformation and evolution of the performance management system of performance evaluation for that during the centuries for decades, were partially designed and expectations (organizations) the managers and employees did not provide.

The performance is one of the factors is that there is no effect to the improvement of human resources, employee performance evaluation, employee performance evaluation according to the main part of the Manager's job is because through it in the case of the transfer of responsibility and tasks, and to promote an upgrade where fitted, and the transfer of judge staff training and, finally. According to human resources as production and manufacturing loaders, provide services in the Organization of the forklift is one of the fundamental ways of increasing efficiency in work-and goes to the Organization's productivity loaders.

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Another study explores the relationship between career as motivation, job satisfaction and job performance to assess the relations between jobs a little motivation, job satisfaction and job performance in the Bank's employees and to determine to what extent it is, job motivation and job satisfaction variables at the Bank's employees, their job performance predictions. In addition, showed that between job performance and job motivation variables meaningful relationship and there is a direct link. As well as between job satisfaction and job performance variables are significant and there is a direct relationship in addition to this, a combination of career motivation and job satisfaction, job performance significantly in the Bank's staff forecast.

Ebadi also with the effects of the scheme on the motivation of teachers and the improvement route performance, to this conclusion that the implementation of this plan, due to the fact that the agents were selected to plan should investigate methods of implementation of the plan and the evaluation was fair and just, has not been able to improve their performance in the effective teachers and motivation.

Ansari (2012) explores the relationship between career as motivation, job satisfaction and job performance to assess the relations between job a little motivation, job satisfaction and job performance in the Bank's employees and to determine to what extent it is, job motivation and job satisfaction variables at the Bank's employees, their job performance predictions. In addition, showed that between job performance and job motivation variables meaningful relationship and there is a direct link. As well as between job satisfaction and job performance variables are significant and there is a direct relationship in addition to this, a combina-

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2- Methodology

Type of study in terms of the objective applied, and of the work as the descriptive method is to collect information to refer directly to the staff and the distribution of a questionnaire to. Statistical research community National Bank branches, all employees of the city of Bonab. That number is 67. Due to the limitation of the size of the statistical community has been using a number of methods, all nearly the whole statistical community as school is considered statistically.

3- Research hypothesis

- Between the promoted employees and improve the performance of National Bank branches Bonab City there is a relationship.
- Job upgrade between the staff and the staff of the National Bank branches reliability Bonab City there is a relationship.
- Between the job attitude of staff and upgrade the National Bank branches Bonab City there is a relationship.
- The career staff and upgrade quality of work between the National Bank branches Bonab City there is a relationship.
- The career staff and upgrade the initiative between the National Bank branches Bonab City there is a relationship.
- Career staff and upgrade cooperation between the staff of the National Bank branches Bonab City there is a relationship.
- Career staff and security upgrades between the employees of the National Bank branches Bonab City there is a relationship

4- Findings

Considering results from Kolmogorov-Smirnov tests represented in tables 1 and 2 to ensure normality of the data collected from questionnaire, the

data are normal and could use parametric statistics to analyze them.

Table 1: Results from normality of data on job promotion

Variables	Number of data	Kolmogorov Smirnov test	P value
Job promotion	67	1.139	0.072

Table 2: Results from normality of data on performance and its dimensions

Performance	67	3.345	0.096
Credibility	67	2.133	0.214
Attitude	67	1.662	0.139
Quality	67	1.768	0.128
Innovation	67	2.908	0.123
Cooperation	67	1.474	0.096
Security	67	2.142	0.139

5- Discussion and Conclusion

According to the results of a statistical analysis that demonstrated a significant relationship between the promoted employees with variable improve performance and its dimensions (reliability, attitude, quality of work, initiative, cooperation and security). The results of this research can also identify the limitations and obstacles, simplifying the way the reception staff at the higher levels, the appropriate information available to policy makers, planners and senior managers of the National Bank to provide the authorities with appropriate conditions and optimum use of the capabilities of employees in the National Bank for its active participation and progress in the higher levels. Pundits believe that the expertise of the staff for making effective and strategic management, and they should of occupational promotion factors facilitate and remove barriers to employees. It is mentioned in the broadband world and stay in the sphere of competition today, the tense is one of the major concerns of today's managers of the organization.

According to that mistake in the performance evaluation of staff performance evaluation system to cause the value of the Bank and its validity. It is necessary that all managers and supervisors there trainings about the process of performance evalu-

ation, the steps that follow from it, purposes company, methods of assessment, there are problems in performance evaluation methods end during the interview and the importance of the work that they do understand.

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Finally, the following suggestions are made to improve the relationship between job promotion and performance in branches of Melli Bank in Bonab: The managers of the staff from the beginning the admissions of responsibility to prepare for higher. The managers of the hard-working staff in career,

pay more attention.

To lower the staff as well as their role and importance of job induction.

Create a meritocracy in the space to be employees of the Bank the necessary motivation to have a career.

The same career opportunities for all employees to be created.

The staff feel that they are to be successful, all your efforts.

Should have the opportunity to grow and create jobs for all the talents.

When the staff on the project work should be more specific about the matter.

Importance of intellectual independence and career staff.

Staff members ensure that they prepare them for the career path of progress.

Employees ' career path planning for the opportunity and methods of self-assessment.

Employees have the opportunity and the recognition of qualifications necessary for a higher job opportunity information.

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