



IMPACT OF OFFICE AUTOMATION ON SELF-EFFICACY IN STAFFS OF SPORT AND YOUTH OF WEST AZERBAIJAN

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Abstract:

The purpose of this research was to impact of Office Automation on self-efficacy in staffs of sport and youth of west Azerbaijan. The method of this research in terms of goal was practical and in terms of gathering data is correlation descriptive which has been done as field research. The data population includes all employees of sport and youth of west Azerbaijan (n=160). And the sampling method of the study was random stratified and Morgan table was used to determine the sample size which 125 people randomly selected as sample. The questionnaires of the study were Adel Office Automation questionnaire (2008), and Sherer self-efficiency (1982) which content and face validity of the questionnaire was confirmed by 10 experts. To determine the reliability the questionnaire was distributed between 30 people of population based on data obtained through Cranach's alpha this amount is for Office Automation questionnaire $\alpha=0.78$, self-efficiency $\alpha=0.88$ which indicates the reliability of the questionnaire. Kolomogrov-Smirnov statistical models, Pearson test and linear regression by using SPSS software version 22 were used for inferential analysing of findings and testing hypotheses. According to Pearson test there is no meaningful and positive relationship between office automation and self-efficiency in staffs of sport and youth of west Azerbaijan.

Keywords: office automation, self-efficacy, sport organization.

Introduction

During recent years use and operation of office automation systems has been prevalent in our country and so many organizations are willing to utilizing and use of these systems and they are ready to spend huge amounts for the establishment and use of

these systems. Office automation is mechanism that for the purpose of improving the efficiency the organization through applying effective management and applying the activities of the organization by using electronic circulation of organizational correspondence, easy searching of the stored information, rapid and timely response to clients, removing paper from office correspondence cycle, appropriate control over the users, registration and maintenance of optimal information and improve communication within the organization. And it is responsible for creating internal communications and people of the organization with outside of the organization.

Automation information system can support employees to achieve their goals (Ranji, Jifroodi, 2008). Office automation includes all formal and informal electronic systems which relate to communicate information between peoples inside and outside of the organization (Rahimi kia, 2010) and is one of the factors that can play an important role of increasing productivity and performance (Jahanbakhsi, 2009). a research which has done by Mohseni indicated that all factors such as quick and easy access to data, Establishing uniformity in all matters, speed in doing works, accuracy and precision of operation have influenced on employee performance. As a result automation leads to increase Employee performance (Mohseni, 2006), Kay, 2004 states in a research under the title: "*Study and design of automation systems*" the University of California. Recently automation designing becomes more and more in order to optimization strategies and different administrative levels in cost saving, manpower and time. Automation facilitate doing service affairs and increases productivity. The automation process requires preparing, instructions and system activity diagrams. Automation system design is based on the behaviour and performance of the system and different structural process performed according to that (Kay, 2004). Sheikh Baklo et al (2012) examined the effects of office automation on the efficiency in their research and results indicated that office automation has impacts on the efficient use of time response to the customers and accuracy in doing things and resulted to increasing efficiency.

Sharifzadeh in his research with the title of Analysis of the relationship between the extent of automation and organizational effectiveness indicated that by increasing the extent of automation the efficiency will be increased. And the difference is significant between the two organizations with the same degree of automation. This means that in the organizations that have type automation degree is not observed a significant difference in terms of performance. Well as by increasing degree of automation extent, increases employee satisfaction. Sarafizadeh and Alipour (2009) in a research examined the effect of office automation on productivity of human resources and indicated that the implementation of office automation on factors such as efficiency,

effectiveness and productivity in the field of human resources has a direct impact yet the extent of effectiveness has not been impressive. As well as the development of office automation is enough newly that there was no enough time for the study and basic research about the results and its effects and we can say that this issue has analyzed very little. About the usefulness of office automation of the companies and offices many discussions has been proposed but most experts that for proving that issue had pay attention to economic and management dimension. In this regard, one of the most important goals of the sport organization and life quality improvement of their employees is increasing efficacy. In recent decades, psychologists considered the psychometric properties of the employees in the organizations. As experts in organizational behaviour and human resources have particular attention to the human characteristics to take actions for increasing efficiency by identifying the variables (Mirzapour, 2010). Therefore, work life quality is a new sense of job satisfaction that has been considered by managers (Armaghan, 2012).

Quality of Work Life is a comprehensive program that is dedicated to promoting employee satisfaction (Boojmehrani et al, 2012). Karaen 1997 defines work life quality and the complex interaction system components work with tasks, invoices and organizational factors, environment, tools, and technology. Dehnavi (2013) as a result of work life quality on a hand analyses the effective factors on the growth and development of the organizational and from the other hand offers strategies to increase employee productivity and organization (Armaghan, 2012). Also, there are personality factors that affect behaviour one of this factors which is detected in justifying the behaviour and performance is self-efficiency (Asadi, 2009). according to Bandora states(1997) self-efficiency believes are 3 dimensions and they are differ in terms of level, generality and intensity and they strengthen by 4 main resources successful experiences, alternative experiences, verbal persuasion and motivational states. Change in self-efficiency also influences the behaviour and performance (Kamkari, 2013).

Thus according to the mentioned discussions, self-efficacy and suitable quality of life of employees in an organization effects efficiency and productivity and performance. Another factor that can play an important role in increasing the efficiency of information technology. Also as state organizations such as sport organization is that employees play substantial role in it and due to the presence of patients and the public the importance of staffs will look more and more important. And with regard to the use of information technology and its spread it seems that in the sport organization also increases the need for expert staff and also causes to automatic affairs which indicates the unemployment of manual workers and shortage of workers and the growth of knowledge works. And since research and studies that can clarify the social and

economic consequences of automation in the sport organization has done very little and an accurate statistics which indicate the usefulness and unusualness of automation has not been obtained. Therefore, the purpose of this research was to impact of Office Automation on self-efficacy in staffs of sport and youth of west Azerbaijan.

Material and Methods

The method of this research in terms of goal was practical and in terms of gathering data is correlation descriptive which has been done as field research. The data population includes all employees of sport and youth of west Azerbaijan (n=160). And the sampling method of the study was random stratified and Morgan table was used to determine the sample size which 125 people randomly selected as sample. The questionnaires of the study were Adel Office Automation questionnaire (2008), and Sherer self-efficiency (1982) which content and face validity of the questionnaire was confirmed by 10 experts. To determine the reliability the questionnaire was distributed between 30 people of population based on data obtained through Cranach's alpha this amount is for Office Automation questionnaire $\alpha=0.78$, self-efficiency $\alpha=0.88$ which indicates the reliability of the questionnaire. Kolomogrov-Smirnov statistical models, Pearson test and linear regression by using SPSS software version 22 were used for inferential analysing of findings and testing hypotheses.

Results

In this section before the statistical tests and because of presumption for using and not using parametric tests Kolmogorov-Smirnov test were used.

Table 1: The result of Kolomogrov-Smirnov test

Variable	Z	Sig
Self-efficiency	0.769	0.631
Office automation	0.522	0.906

As it is shown by the results of table 1 and the Kolomogrov-Smirnoff test, the obtained significance level of variables of sports participation, sports motivation and quality of services is higher than 0.05. Therefore, the H0 hypothesis is denied and instead, the H1 hypothesis is accepted. In other words, under a 95% confidence it can be stated that the aforementioned variables are normally distributed.

In table 2, results of Pearson test was showed.

Table 2: The results of Pearson test

Variables	Indexes	Self-efficiency
Office automation	The correlation coefficient	0.412
	Meaningful level	0.019
	Number	125

The findings of the Pearson test in this study showed that there is meaningful relationship between office automation and Self-efficiency in staffs of sport and youth of west Azerbaijan.

In table 3, results of regression test was showed.

Table 3: The results of regression test

Sig	T	Standard coefficients	Non-standard coefficients		model
		Beta	Standard error	B	
0.012	2.463	0.708	1.514	0.412	office automation
0.001	12.874	-	0.051	0.625	Self-efficiency

The findings of the regression test in this study showed that office automation impacted of Self-efficiency in staffs of sport and youth of west Azerbaijan.

Discussion and Conclusion

In examine of findings of research there were found a meaningful relationship between office automation and self-efficiency in staffs of sport and youth of west Azerbaijan. Given that there was no found a research that directly measure the relationship between these two variables but in general, our results can be somewhat know in line with the findings of Nee (2006) and not consistent with findings of Kay (2004), Sheikh Bakloo et al (2012). Nee (2006) in this regard in a research with the title of Relationship between information technology and organizational learning with performance (Chinese corporations) indicated that IT does not have a direct impact on improving performance. But Mahboobi et al (2011) indirectly and as a confounding factor affects performance and organizational learning but impact of IT is meaningful overall on self-efficiency, Academic performance and entrepreneurship in men and women separately.

Today, in addition to direct and indirect benefits that such automation to better control the work activities of non-productive, non-productive organization, requiring less formalities and controls to monitor the flow of work between departments, increase

job satisfaction on the staff of an organization has certain disadvantages such as changes in the human environment, social relations and human neglect some of the work and activities for automating the entry of complex and difficult to work with systems of moral mistakes and attributing them to the system, staff sport organization problems in working with computers, rejecting mechanized systems by managers or employees, lack of security in terms of access and in terms of destruction. As a result according to mentioned shortages perhaps the environmental conditions and characteristics of the organization failed to influence the employee's self-efficiency or that all conditions were equal in terms of automation for all employees of the community.

Therefore, due to the influence and role of automation on the quality of work life of employees open fields and infrastructures are provided in the sport organization systems. And by using the specialized and dominant staffs of automation and information technology provide the applying fields for it in the work condition and creating motivation in the staffs so that causes to increase job satisfaction and consequently improvement the life quality of employees.

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