

Evaluating Management Functions and Actuation Human Resources in Auditing Organization of Iran and the Relation It With A Personality Characteristics of the Managers

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Abstract

Human resources are the most important asset of the enterprise especially Audit Organization that effective management plays a key role in its success. Attracting and Staffing Process management of human resources is one of the processes of human resources management which is discussed in three main components: Human Resources planning, recruitment and Selection of Human Resources. With regard to the relationships between attracting and staffing process management with personality characteristics of managers, the current research done with the aim of evaluate functions of attracting and staffing process management in Audit Organization of Iran and survey its relationships with personality characteristics of managers (extraversion and introversion). All the senior managers and audit managers in Audit Organization of Iran were and according to morgan table, 57 person chosen for this reason. The data were collected in three questionnaires: Eyzenk standard questionnaire for evaluation of managers' personality, researcher-made questionnaire which relates to functions of Attracting and Staffing Process management and individual characteristic questionnaire. Its validity was proved by asking from some experts and specialists. The reliability coefficient with alpha cronbach was ($r=0.92$). We used Kolmogorov test to determine natural distribution of samples and used Chi-square Test and Kendall Rank Correlation Coefficient Uman White Noy to test the theories. The result of research showed that there is a significant difference between current and favorite situation even if every three functions of Attracting and Staffing Process management are considered in Audit Organization. Even by considering these three functions, it is not observed a significant relation between extraverted and introverted managers. The result also didn't show significant relation between personality type and functions of Attracting and Staffing Process management. Generally referring to the finding of research, emotional and social skills are both required in successful management.

Key Words: *Attracting and Staffing Process Management, HR Planning, Recruitment, HR Selection, Audit Organization.*

Introduction

Concurrent with considerable progress in the territories science and technology are complicated, devotes special treatment to management organizations as well as the fundamental way has been changed. In the script in the management to various organizations throughout the world has a new cosmetic, according to the status of human resources and all the best.

Today role and importance of the human resources and the process of human societies as the most important action if it is clear, a look at the stages of human civilization, and made it clear that the role of man work force to simple human capital that the most important factor to produce quality, is developed. Therefore achieve the goals of the required using the suitable individuals with appropriate skills, in place appropriate that all of them in the heart successful management is human resources .

Human resources, the most important property is an organization and management of the key to success of their organization . According to the human resources organizations in recent years a large part of time organizations allocated to it. Now managers are aware that any intelligent enough in the field of development and promotion of human force invest, success, efficiency and competitive superiority of their organization has guaranteed.

Poloski et all (2008) as a human resources management is a factor for access to the competition . Results of the investigations katou and Budhwar (2006) showed that human resources management system have positive effect on performance of an organization . Research chung et all (2008) in the human resources management and organizational performance showed relation between management structure of human resources and performance of an organization.

But in research of Taylor and Mc Graw (2008) results showed that despite the fact that strategic human resource management, is only part of a little bit of human resources management system. Absorption human resources is that in the form of three main Component"; strategic planning human resources, an employee access and selection is to develop the necessary conditions for identifying and human resources and proper eligible to provide a guarantee that a suitable for sustainable competitive advantage in the organization and arranging suitable conditions for fundamental changes in an organization thoughts.

Programming human resources is a process that which by the organization will determine who to achieve their goals to an employee with what expertise and skills, jobs for what is needed . Manpower planning method is that the organization tries to the current situation of the situation í ideal. The organization of programming of human resources to pursue their goals. In other words, planning a process of human resources management which includes analysis needs of human resources organizations under variable conditions and development of the guidelines for making high that it needs.

After determining the number and type of employees needed for the organization, Employment done. process in the Employment to such a large number of applicants are eligible, applicants for jobs. Of course process effective when it is not only individuals who are qualified to be absorbed organization, but those who have qualification in the same process beginning identify.

Choosing human resources, the process choosing the best candidates for office is needed. In a manner that can be sure of that, according to the scientific method, investigating the background and employment tests for the performance of the ideal will enjoy, and in the meantime, the legal any other applicants not spoiled and distinction is not Admissible

The efficiency in every part of an organization to a considerable extent in the manner of management and effective use depends on human resources. Today manager's role in human resources organizations is a special position has found.

Audit Organization of the institutions that have good role grew in accounting and auditing. This organization should also be able to scientific advances and adjust research. In other words suitable structure, the appropriate human, experienced, aware, and also informed managers recedes related to science and knowledge management as well as the main necessities of the organization.

What the results of studies and researches mithqáls, is that only salaries and wages that are not the individual, occupation and the Organization of the contact but psychological and behavioral characteristics, social and culture. In strengthening or break The bond is effect . In the same way, one of the factors in choosing managers organizations, the qualities of character.

Extraversion and subjectivity two characteristics managers are the main character in this research is to them has been emphasized. Confessions Cannes (2009) of introverted people in a mental speed brain activity than normal, it is said that the people to impellant forces less than the much-needed for natural. People have introverted view and inner mind and are ready for more restraint and self-control of his own show. These people think they are first and then talk. The people on the other hand Eccentric a more objective and foreign viewpoint and has practical activities are higher. Extraversion spirits at work and positive cases, compared to the oozes satisfaction and more generally study organization, and their message feeling better. The difference between a personality managers can be source of development and creativity or hing many organizational problems and the act, behavior, the decisions and their organizational behavior would be effective. Many researches in the management and characteristics of a personality who has been done. Manolopolus (2008) in his own research in Greece said that ability of individual characteristics you can determining the performance of the main stimulation employees .

Also Qiao et all (2009) in a research organization in the commitment and characteristics of the role personality traits done in China, to the conclusion that you characteristics of the age, the status of 1963 except sex education, meaning relation you with a pledge to an organization. Dawn Metcalfe (2007) also in his own research under the title gender and human resources management in the Middle East, the significance of women's employment growth and job hears of women and their roles or recycled real but digressive opinions different from the organization's human resources management remains.

If you know what characteristics of the character in the awareness and knowledge management methods, the appearance of the behaviors and methods of influence on his subordinates managers help, basic questions that must be answered is that the situation of management and attract Adoption human resources in Auditing Organization and how is any connection between the characteristics of a personality who worked with managers of management and attract Adoption human resources exist?

With regard to the results of "Each day which exists, and so far that research in the realm of management and human resources managers character has been done, cross-sectional with the purpose of studying the connection between the function of management and attract you mean human resources (in three process planning human resources, an employee access and choice) with two characteristics of nationalism inside and outside pragmatism of the managers and with the assumption that the situation and the present situation desirable in attracting and management of human resources you mean there are differences between character and managers of absorption and function of human resources you mean there is done.

Methodology

This method of research and a description of the kind of solidarity and with regard to the research, including applicable researches. Measuring Tools include three questionnaire. In the first questionnaire questionnaire Eyzenk standard for measuring personality and the amount of subjectivity and overseas managers of nationalism. The questionnaire included 56 question that the Problem behaviors was asked to be yes, no answer them. Second questionnaire related to the characteristics of Adoption you managers including age, hears service, and my degree And third questionnaire the questions of special functions related to absorb and Adoption in human resources. According to the questionnaire 5 spectrum of options are likert very little to a lot has been made. views spectrum, from 1 to 5 on the.

The best way to respond to any question points and the worst 1 points. Of course, in some questions that they reverse replies, counting these ten in the opposite effect on the issue. Narrative questionnaire by using its views, most observers and a group of experts and by using the inner OMA were examined. You test the ankle bracelet by cronbach Spectrometer to the amount of 0.92 calculation.

The research statistics include all managers auditing Audit Organization was in Iran. The questionnaire, a Supplement that included the investigation and the word letter, in order to common understanding of the concepts and ideas to the managers. With Morgan table number 57 people as a model that was elected in statistical analysis, were used.

In the statistical analysis, first using at betreffend descriptive statistics to describe experimental evidence and then through appropriate application based tests K square, solidarity and staff sergeant Uman to test my theory are dealt with.

Finding

The latest example of the population research showed that, age group 40-50 with 54% and the age group most 40-30 years with the least 21% age group study. 6/55% of the managers under study had higher education and bachelor's degree 4/44% education degree. Also, 74% of the managers in the field of accounting and 9/25% in the field of non-accounting were educated. 5/18% a record of 15 years and 4/81% a record of over 10 years were (table 1). After the characteristics of the personality, 6/29% of the managers and introverted 4/70% were overseas oriented (table 2).

Table -1 General characteristics of subjects

work record		courses		education			age			Demographic characteristics
+15	-15	other	accounting	PHD	Master	bachelor	بالای 50	40-50	30-40	
46	11	15	42	0	22	35	14	31	12	Number
%81/4	%18/5	%25/9	%74/1	0	%44/4	55/6 %	24/5 %	54/3 %	21/2 %	Percent

Table2 Characteristics of subjects

percent	number	Personality
%29/6	17	Introverted
%70/4	40	Eccentric

Table (3) occur management functions and attract you mean human resources in Auditing Organization. Human Resources planning for the average 2.611, a clerk sweeping 2.807 election and human resources 2.970 to Dara.

Table 3 –Management functions and attract you mean

	mean	Standard deviation	variance	Domain
Human Resources planning	2/611	0/655	0/429	2/67
An employee access	2/807	0/704	0/497	2/80
Choosing human resources	2/970	0/604	0/365	2/60

The point of view and assessment functions to attract you mean human resources in Auditing Organization, with the use of the table (4) and the average calculated and the amount of -average number 3 and with regard to choose numbers 4 and 5 as an ideal situation, meaningful difference from that of the many observed and abundance of expected, in every three function programming, an employee access and choice of human resources (01/). Therefore, by 99% sure that it can be said that Auditing Organization in every three function in an ideal. Although the function in the average number.

Table 4-Evaluation of human resource functions, recruitment and actuation using Chi-square

	Human planning	Resources	Choosing resources	human	Employee
Chi-square	8/857		14/000		12/154
Degree	2		2		2
The significance level	0/012		0/001		0/002

The kolmogroph test show natural variable and analyzed Findings showed that with 95% sure managers within the nationalist views and nationalist overseas managers in connection with functions and absorption of human resources you mean there is no meaningful difference.

Table 5 - Kolmogroph and U man test results

	Human planning	Resources	Employee	Choosing resources	human
U man	302		303		303/5
The significance level	0/845		0/860		0/868
kolmogroph	0/294		0/374		0/340
The significance level	1/000		0/999		1/000

Table 6- The relationship between the personality attracted executives with management processes using Kendall

	HRP	Select Resources	Human	Employee
Correlation coefficient				
Kendall test	0/112	0/050		0/466
The significance level	0/504	0/767		0/016
Number	27	27		27

Results Kendall test show no meaningful relationship between type of personality and management: the use and attract you mean i know did suspend releasing show (table 6).

Conclusion

The most important resources and investment any organization, human beings. so you attract and employ mean human factors and non-physical ability and knowledge needed to be in the formulation of strategies and also requires "open based on the day, success. According to the assessment, management and use to attract you mean human resources in Auditing Organization leads an average is Tilword Heckword research and McGraw (2008), consistent.

Human Resources management system over the operation of the organization. The importance of employment in the performance of suitable job it is clear. In his absence strategy human resources, human resources activity probably are incompatible with each other. As these Are general framework to guide its human resources. Research chung and his colleagues (2008) and Lamond and zheng Shiling 1 (2010) confirmation of this issue.

According to the research findings in the process of human resources planning in Auditing Organization, influenced by the items external and internal organization, as the ideal will be calculated and the Organization of the strengths and weaknesses of the internal and external threats and opportunities to the good analysis. But in the planning of the human force needed, with the desirable away with that investigation Jackson 2 (2009) which has Systems Programming manpower the pillars of the organization is important, in line.

Programming human resources in the process of drafting and project plans and programs is necessary that the number of species eligible at the time and place suitable to provide estimated needs of the organization. So the programming for human resources directly with strategic planning department of state will be . designed model human resources information system in this organization is not good. The human being can be with information provided by human resources information system to determine.

With regard to the present research, management and use to attract you mean in the process of finding employees with desirable away from that research with Thompson and Aspinwall(2009) will not be consonant .

Also in this process, the necessary cases in the internal resources and current employees more from foreign sources and labor market Biruni. The most important assets of its people. Having suitable individuals with appropriate skills in the appropriate job no difference between success and failure to create. But for the employment rate according to a little bit pattern of job conditions. Tipper(2004)) in his own research that Iran's human resources for reducing the difference in the organ.

The election process in human resources Audit Organization, "have the proper suitable jobs, identify Iranian nation and the employees varied talents too moderate and a little bit effort that will be the best and the most potent forces charge for jobs needed for the selection and employment. In the election human resources should be based on criteria and criteria for that job evaluated these individuals and between them those who have the highest have merit, to be chosen. employees of the choice of importance.

The results, did not show meaningful relationship between the type of personality and management processes and use to attract you mean human resources in the organization. This means that character subjectivity managers, effect on type of programming of human resources, an employee has chosen and human resources that research with Hautala and Crump et all (2007) as that, the kind of character managers of the process management influence, will not be consonant .

In general the results showed that the impact skills and ability of human resources managers in the position of part of its nuclear activities and human resources can be as an efficient and continuous force in a competitive advantage for the organization. and you use to attract mean competent human resources, the most important strategic task human resources management.

With regard to the findings of research, suggested employees based on an interest, ability and expertise to their jobs. To provide the manpower needed for the organization, brought programming. Information System suitable for access to employees as soon as possible to provide the necessary information is that the rapid access to information, are concordant considerable positive result consent and participation of personnel and their organizational commitment. People will be offered jobs to undertake to General capabilities (knowledge, skill and ability) interests, their character and values.

At the end, it should be noted that studies the psychological management not only be manager in the administration of the Organization of the ability to find more but the use of scientific needs related to it is possible. such a study to managers to solve the problems in the management of psychology and help with the use of the theory of it, to analyze and management issues.

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