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## Staff Empowerment, Entrepreneurial Behaviors and Organizational Efficiency in Iranian Headquarter Education

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### Abstract

There are factors, which affect firms to react faster to change and be more efficient than ever before. Globalization, shortened life cycles and higher level of competition are examples to compel companies to react. However there are so many factors that influence organizational efficiency, but in this study in order to achieve efficiency in Iranian headquarter education staff (Hormozgan city), the relationship between empowerment and entrepreneurship as the independent variables have been assessed in the organization. In this research it will be shown that to reach the highest organizational efficiency and obtain firms' vision and mission, need staff with the entrepreneur characteristics and in addition empower them by means of involving individuals in decisions and activities affecting them to strive for more ambitious objectives. In this correlative study, 165 of staff were chosen through categorical ratio sampling. The necessary data for the variables empowerment and entrepreneurship behavior of staff and organizational efficiency were gathered by questionnaires. Data analysis illustrated that there is positive meaningful relationship between all dimension of empowerment and entrepreneurship organizational behavior of staff with organizational efficiency.

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### 1. Introduction

In recent decades, competitive environment and shorter life cycle for manufactured goods force firms to react more quickly than ever before.

New technologies and confronting with these rapid changes, managers must prepare themselves for these situations in this dynamic environment (Judge & Blocker, 2008), and also by the beginning of the 1990s, after many years of experience and the evolution of human societies from traditional to industrial stage continuous process in developing new technologies, the majority of organizations in the world find that for survival, need deep changes in the structure and escape from non-dynamic blocks, therefore, if an organization wants to be frontier in this competitive industry should use skilled, creative and motivated staff.

It is truly believed that people in any companies are efficient when their results are achieving the goals of themselves, organizations and stakeholders. In terms of educational systems, because all the organizations that are responsible in the training of students can influence and impact on people lives, and deliver knowledgeable people to the society with the characteristics of entrepreneurial behavior and creativity. In fact, human resource is the main

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asset of each firms and gathering educated people have been become one important issue to increase the efficiency of the organization.

Education is as the basis and foundation for the development of cultural, social, economic and politic of each society. Nowadays, most of the governments perceive this new industry and pay more attention to it. So, this article is prepared in order to analyzing empowerment of staff and entrepreneurial behavior in organization and finding the relationship of these factors to the employees' efficiency.

As it is admitted, efficiency is very crucial for each organization and means that the measurement of achieving determined purposes in organization and also it is often used with the specific purpose of relaying the capability of a specific application of effort to produce a specific outcome effectively with a minimum amount or quantity of waste, expense, or unnecessary effort (Davis & Pett, 2002). From the point of Peter Drucker view, efficiency is doing things right and is a key for prosperity of any organizations (Drucker, 1963).

Although there are many factors, which can affect on the staff's efficiency, entrepreneurship and empowerment of employees as the two main factors are going to be assessed in this research. Therefore, the question is here, is there any meaningful relationship between staff's empowerment and entrepreneurship with the efficiency of them? So, the main purpose of this article is to find out the meaningful relationship between these variables in the Iranian educational organization (Hormozgan).

## 2. Organizational Efficiency

Efficiency is measurement of achieving determined purposes in organizations (Smith & Hoy, 2007). The efficiency of organizations in achieving goals at the organizational level is called organizational efficiency (Cameron & Whetten, 1983; Quinn & Rohrbaugh, 1983). The organizational efficiency is also defined as the extent to which an organization fulfills the objectives (Denison, Haaland, & Goelzer, 2004). The topic of organizational efficiency emphasized process control, information management and goal setting (Denison, et al., 2004; Quinn, 1988). The measurement of organizational efficiency is a very important step in the development of an organization (Aktaş, Çiçek, & Kıyak, 2011; Handa & Adas, 1996).

There are so many research has been done about organizational efficiency between 1060s and 1970s and there are 30 dimensions have been determined for measuring efficiency. These dimensions are:

- 1- Organizational Total Efficacy: Assessing the overall operational reports.
- 2- Ability To Production: The quantity of organizational production or service.
- 3- Effectiveness: The relation between operation and cost.
- 4- Increment: Net income.
- 5- Quality: How company can fulfill expectations.
- 6- Goings On: Quantity of events in one task in a time.
- 7- Growth: Increasing of some variables such as work force, capital and profitability in comparison with past.
- 8- Absence: Employee's absence without a valid reason.
- 9- Output: The number of completed activities or products obtained.
- 10- Job satisfaction: Job satisfaction of employees from outcomes that are achieved by themselves.
- 11- Motivation: The degree of forces and tendencies which are given to individual in order to achieve specific goals.
- 12- Moral: A phenomenon that stimulate effort, shared goals, feelings of belonging to a group.
- 13- Control: Managerial control of orientation behavior in the organization for members.
- 14- Conflict and Cooperation: Choose goals that make people like each other and working well together and have a relationship and a perfect harmony or other objects that could cause physical and verbal confrontations and ineffective communication and weak coordination.
- 15- Flexibility: Flexibility in changing in organization, methods, and performance standards that suit the environment changes.
- 16- Goal Orientation and Planning: The explicit target for future planning.
- 17- Unification of Goals: Future planning in order to achieve specific goals.

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