

Investigating the Affecting Factors of Labor Efficiency Improvement

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Abstract

Since the number and combination factors of labor efficiency in many organizations are different due to the differences in the characteristics of the internal and external environments, this research aims to investigate the affecting factors of labor efficiency (case study: manufacturing companies) Samim Parham, Wahid Halim, HDPE Standard, and Badam Yar) are presented. In this applied research, library and field methods and questionnaire tools were used to collect data. The number of 250 employees of the above companies and the sample size of 124 people were determined using the Cochran method. In this research, the Likert scale questionnaire was used to score the factors affecting the efficiency of the workforce, and the reliability of the questionnaire was 9.38% using Cronbach's alpha test. It has been found that it is a sign of the high accuracy and validity of the questionnaire. SPSS software and the mean test of a population (t-test) were used to analyze the data. The results show that all the hypotheses of the research have been confirmed and The main influencing factors of work welfare factors with an average score of 13.10 The most important group of factors affecting the improvement of labor force efficiency was recognized. Individual-related factors with an average score of 13.8, management style with an average score of 13.4, job-related factors with an average score of 13.5, and organizational characteristics with an average score of 13.58 were placed in the next categories of importance. From the secondary and sub-standard factors, the factor of feeling safe and comfortable in the work environment, according to the summation of the opinions of the people studied in the first category, conscientiousness, commitment, and responsibility of employees in the second category, non-discrimination and respect for justice among employees in the third category. Having the spirit of cooperation and work. A group in the fourth category, suitable facilities, and equipment in the work environment in the fifth category among the sub-criteria effective in increasing the efficiency of employees are recognized as important and top five priorities.

Keywords: efficiency, employees, human resources, management, organization, workforce efficiency.

INTRODUCTION

In today's highly competitive conditions, it is important for every organization to pay attention to the issue of efficiency, including paying attention to the efficiency of the labor force, which enables organizations to use their human resources in a better way and save costs. be Identifying the factors affecting the improvement of the workforce will help organizations to revise their human resource strategies and make necessary reforms to increase the efficiency of the workforce. Undoubtedly, if these factors are not identified, it will be difficult for organizations to understand their failures in the field. The efficiency of human resource development and increasing efficiency as a necessity is important in all departments and organizations. Efficiency is the correct implementation of activities, which results in low capital or high output, i.e. the ratio of output to capital is higher. By complying with this principle, the product or production increases in a short time, at a small price and with limited capital, the result and product of the work is checked, and the results of the work are mainly evaluated based on monetary units. But it is possible that in such a flow or the end of the

process of the agent and the result, some activities whose psychological and service content cannot be evaluated in money (Intizaar, 2019), the main task of human resources management is to deal with the matters related to the employees, and the managers and specialists of personnel affairs. They spend a lot of time and energy on it; But dealing with these matters is not the only task of human resources management, and the decisions and performance of personnel affairs managers often directly affect the profitability of the organization. The main goal of human resources management in any organization is to help the organization perform better to achieve organizational goals. Helping to increase production and Efficiency is the most effective help that can be given to the organization. Efficiency can be defined as the effective use of human and financial resources. If human resource management cannot have much direct involvement in how to use other resources in the organization, but due to the presence and involvement of the human factor in all scenes, human resource management can design programs and systems for appropriate use. The forces of the organization play an important role in the survival and efficiency of the organization (Sadat, 2016).

The correct use of human resources helps organizations to raise the Efficiency of their labor force, resulting in the correct use of the Efficiency of the labor force, to hire skilled and specialized people for the production and supply of quality products. By increasing the Efficiency, the Efficiency of other production factors can be increased and the optimal use of other resources is possible. Therefore, without prioritizing the development of human resources, which is part of the long-term scientific planning process and is made possible based on accurate information about the past, present, and future, neither economic development nor economic development can be achieved.

RESEARCH METHODS

The purpose of this academic thesis is to identify the effective factors in improving the efficiency of the case study workforce (Samim Parham, Wahid Halim, HDPE Standard, and Badam Yar manufacturing companies). Therefore, the current research is practical in terms of its purpose, because the result of this research helps the organization to identify the most effective factors in improving the efficiency of the workforce, and by using the correct management methods; it helps to increase the efficiency of the organization significantly. Slow the choice of research method depends on the nature of the objectives of the research subject. There may be different ways and methods of conducting any research, the researcher should do his research keeping in mind the available criteria and facilities such as time, place, costs, security, etc. According to the nature of the research tool, two library methods have been used to collect information using books, scientific articles, and reliable internet sites, and a questionnaire tool has been used. The statistical population of the research is the personnel and employees of the aforementioned companies in number of 250 people. And the sample size equal to 124 was calculated using Cochran's formula. To measure the research data, a researcher-made questionnaire was used, which was set up in two general sections; Individual characteristics (4 questions) and investigation of effective factors in improving labor efficiency (33 questions). The most important main effective factors were classified into 5 groups, which are management style, individual characteristics, occupational factors, organizational characteristics, and work welfare factors. The questions of the questionnaire were arranged in the form of a 5-point Likert scale, and in each group, the person completing the questionnaire was asked to number the mentioned factors based on their importance (highest and lowest average points, 5 and 1, respectively). The reliability of the questionnaire was obtained using

Cronbach's alpha test as 83.9%, which shows the high accuracy and capability of the questionnaire.

The required sample is calculated as follows:

$$n = \frac{\frac{z^2 \cdot p \cdot q}{d^2}}{1 + \frac{1}{N} \left(\frac{z^2 \cdot p \cdot q}{d^2} - 1 \right)} = \frac{\frac{1.96^2 \times 0.9 \times 0.1}{0.05^2}}{1 + \frac{1}{250} \left(\frac{1.96^2 \times 0.9 \times 0.1}{0.05^2} - 1 \right)} = 124$$

In this formula:

n: sample population size

N: the size of the statistical population

Z: standard unit normal variable value, which is the 95% confidence level dose, usually 1.96.

P: The value of the attribute ratio in the society is in the society, if the letter is not available, it is considered 0.5.

q: (q=p-1) the percentage of people who lack that attribute in society.

d: degree of confidence or possible accuracy

Table.1 Quantification of answers to questions in a five-point Likert spectrum

Selection option	Very little	little	medium	Much	Too much
rating	1	2	3	4	5

Research Finding

Table 2. Research variables and distribution of their questions

Main criterion	The following criteria	Number of questions
Management style	7	7-1
Personal characteristics of employees	8	15-8
Job factors	6	21-16
Organizational features	6	27-22
Work welfare factors	6	33-28

Research Finding

Bijan Mohammadian (2019) investigated the effective factors in improving the efficiency of human resources in the Iranian tire industry, and the results showed that the factors of job recognition and environmental compatibility were effective in improving the efficiency of human resources in Iran Tire Manufacturing Company. And the power factors, organizational support, motivation, performance evaluation, and decision validity are not effective in improving the efficiency of human resources in this company

Dr. Ali Reza Amini and Zahrahajazi Azad (2014) in the research titled Analysis and Evaluation of the Role of Health and Hygiene in Improving the Efficiency of the Workforce concluded that investing in human capital through increasing the health level of the workforce can increase the efficiency of the workforce. To give in addition, to achieve higher labor efficiency, this goal can be achieved by increasing physical capital per capita and reducing unemployed capacities.

Dr. Masoud Hejazi and Fariba Taqipourfarshi (2014) in research entitled "Effect of happiness at work on human resource efficiency" found that there is a direct relationship between employee happiness and workforce efficiency in the organization and that it has been proven that "organizations that have happier employees" are more productive", being happy in

the work environment and being involved in happy events can induce positive feelings to people and thus have a positive effect on positive feelings.

Arin Daneshmand and Mohammad Starifer (2016) researched the effect of the Internet on the efficiency of the labor force of Iran's economy, as a result of which they found that the Internet has a positive, albeit small, contribution to the improvement of the efficiency of the labor force of the Iranian economy, which is expected with the spread of the Internet. Also, increase in efficiency promotion.

Behrouz Behrouzi et al. (2019) in research titled investigating the factors affecting the efficiency of human resources and its effect on the empowerment of employees, as a result, it can be said that among the various factors affecting the efficiency of human resources in their organization, managers pay special attention to commitment organizational and job satisfaction, and when managers pay attention to organizational commitment and job satisfaction and strengthen it, the efficiency of employees and the organization and the empowerment of managers will increase and be evaluated towards improvement.

Walters (2007) also investigated the impact of the leader-follower relationship model (LMX) on human resource efficiency, according to which when the relationship between the employer and the employee is close and the manager asks his employee for advice in the organization's decisions, employee efficiency will go up

Ali Maliki et al. (2013) found in a research that people who are dissatisfied with various job factors (material factors of motivation, organizational structure, training, and job skills) have poor efficiency, and people who are satisfied with various job factors have more efficiency and between all, there is a significant relationship between various job factors and efficiency.

RESULT AND DISCUSSION

Efficiency is a comprehensive and general concept whose increase is considered a necessity to improve the standard of living, welfare, peace, and comfort of humans and is considered a basic goal for all countries of the world. On the other hand, the increase in efficiency affects the economic indicators of the society such as the increase in production, decrease in inflation, and increase in the level of employment and competitiveness of countries. Therefore, many countries, especially developing countries, are seeking to improve and expand efficiency by making extensive investments and as a result, achieve economic growth and development. In this chapter, general definitions and concepts of efficiency are provided. SPSS software and the average test of a population (t-test) were used in the data analysis to check the research hypotheses and prioritize the effective factors.

If: $\mu \leq 3 \rightarrow H_0$ is not effective

If: $\mu \geq 3 \rightarrow H_1$ is effective

Table 3. Test results

Value of the test=3							
Hypotheses	Number of data	Amount of T	Amount of P	Average difference	The confidence interval is 95% of the Mean		Results
					High Limit	Low Limit	

1	124	49.417	0/0000	1.36694	1.4217	1.3122	Confirmed
2	124	48.950	0/0000	1.39766	1.4542	1.3411	Confirmed
3	124	44.860	0/0000	1.32500	1.3835	1.2665	Confirmed
4	124	36.446	0/0000	1.29140	1.3615	1.2213	Confirmed
5	124	42.399	0/0000	1.40914	1.4749	1.3434	Confirmed

Research Finding

As can be seen in table 3, considering that the value of P in all hypotheses is less than 5%, it can be concluded that the average of each of these variables has a significant difference with the number 3, and also considering that The upper and lower limits of all variables are positive, the average of these variables is greater than 3, and as a result, the research hypotheses are confirmed.

Considering the confirmation of the research hypotheses, it is concluded that all the factors considered, which are (management style, individual characteristics, occupational factors, organizational characteristics and work welfare factors) in improving the efficiency of the workforce in The aforementioned companies are influential.

Also, Mohammad Karim Bahadri et al.(2013) confirmed in research titled "Influential factors on increasing the efficiency of human resources in a military healthcare organization" identified the components that had the greatest impact on increasing the efficiency of human resources, which include factors such as growth Intellectual and personality mentality, organizational support, organizational culture, motivation, performance evaluation and feedback, ability, environment, personal health, training, job clarity have the greatest impact in increasing the efficiency of the military health and medical organization's human resources.

In determining the prioritization of factors affecting the improvement of labor efficiency in the aforementioned companies from the point of view of the people studied, the data analysis shows that among the five factors affecting the improvement of labor efficiency, the factors related to work welfare factors with an average score of 4.40 5 is most important in improving labor efficiency. And in the next categories of importance, respectively, individual characteristics, management style, job factors, and organizational characteristics, each with an average score of 4.39, 4.36, 4.32, and 4.29 out of 5 were placed in the second, third, fourth, and fifth categories.

The word Efficiency is an English word and means "the power of production, fertility, and efficiency". For example, land that has the potential for cultivation and seeds to grow in it is called Productive land. For example, people in the community who, while having the ability to do work, do not have a job, are considered unemployed, and non-productive people are called non-productive people. So the word Efficiency in the English dictionary means having the power to produce and be fertile for someone or something. In the Persian language, the word "efficiency" has been proposed as the equivalent of Efficiency. The word efficiency, which is the result of the infinitive from the literary point of view, is derived from the word efficiency, and the word productive means "profitable, profitable and successful" according to the Persian culture. As a result, efficiency in Persian literature has been defined as usefulness, profit, and success. In some texts, other equivalents have been chosen for the word Efficiency, such as efficiency, production power, fertility, and efficiency, all of which have the same concept and meaning, and each of them can be used with the same meaning as efficiency (Khaki, 2012).

A key component of the company's profitability is the efficiency of operations. It is that it is not affected by profit expenses, taxes and the amount of debts used by the company to finance its assets (Sapand et al 2022)

Efficiency means maximizing the use of resources, manpower, and arrangements in a scientific way in order to reduce costs and increase the satisfaction of employees, managers, and consumers. Or in other words, efficiency means obtaining the maximum possible profit from labor, power, talent, and skill of human power, land, machine, money, equipment, time; place, etc., to improve the welfare of society. In such a way that its increase as a necessity in order to improve the level of human life and social construction is always considered by experts in politics, management, and economics. Efficiency refers to the precise economic concept of the measurable relationship between the volume of the product and the volume of consumed factors (such as land, capital, and labor) required to produce that product.

For the first time, efficiency was used by a person named "Quisney" in 1766. More than a century later, in 1883, a person named "Liter" defined efficiency as the ability to produce. Efficiency expanded with the expansion of the industrial revolution and increased the usefulness of labor force reproduction factors, including physical and intellectual powers, capital, land, technology, and other financial and physical resources and facilities (Alaqaband, 2001).

The word efficiency was used for the first time by Francois Canet, a mathematician, and economist who was in favor of the (government of nature) school. With the beginning of the scientific management movement in the early 1900s, Frederick Winslor Taylor, Frank Gilbert, and Lillian Gilbert conducted studies on the division of labor, improving methods, and determining the standard time to increase the efficiency of workers (Talibzadeh, 2015).

Table 4. Evolution of the concept of Efficiency

Researcher	year	Result of research
Quesnay	1766	The emergence of the term efficiency for the first time in books
Liter	1883	efficiency as the ability to produce
Early	1900	The relationship between the efficiency and applied tools used to produce this amount of yield
Albert aftalion	1911	The relationship between the production volume that is obtained at a certain time and the full volume of the factors of production
Davis	1955	The changes that are created in the product's amount due to the resources used
Fabricant	1962	Always the ratio between the efficiency and input is direct
Kendrick and Kramer	1965	Defining focus, the localization, and task of the productive unique producer and the collective and general interest of the factor
Cycle	1976	Set the ratio of efficiency to the applied tools for production

(Behroozi et al., 2019)

The International Labor Organization defines efficiency as those different products produced by the integration of four main factors. These four factors are land, capital, labor, and organization. The ratio of the combination of these factors on products is a measure of efficiency.

The European Efficiency Agency (EPA) defines efficiency as follows:

1. Efficiency is the effective use of each of the production factors.
2. Efficiency is a mindset that always tries to improve what is currently available. Efficiency is based on the belief that a person can perform his tasks and tasks better every day or obtain better results than the previous day.

In general, in various religions and denominations, there are two visions towards the world and the world of nature: one is positive and derived from divine revelation, which emphasizes

the prosperity of nature, work and effort, creativity, and maximum efficiency of divine blessings, and the other The negativity, which originates from non-revelation, this point of view, which contradicts reason and thought, insists on seclusion, minimal use of the resources and blessings given by God, lack of effort and effort for the betterment of the world, and individualism. In Islam, based on the life-creating verses of the Holy Quran, the first view has been promoted and confirmed.

Endeavor: (وَأَنْ لَّيْسَ لِلْإِنْسَانِ إِلَّا مَا سَعَى) (Anna jam/39)

Translation: "And that there is nothing for man except what he has tried."

And in other verses, God Almighty says:

(وَمِنْهُمْ مَنْ يَقُولُ رَبَّنَا آتِنَا فِي الدُّنْيَا حَسَنَةً وَفِي الْآخِرَةِ حَسَنَةً وَقِنَا عَذَابَ النَّارِ) (Albaqarah/201)

Translation: "And among them is one who says: Lord, give us a good reward in this world and a good reward in the Hereafter; And save us from the torment of the fire."

The goodness of this world means prosperity, life, wellness, health, good livelihood, and life with a vision based on reality, growth, comfort, and security, and goodness of the hereafter means divine pleasure, good end, and happiness. And this is not possible except in the shade of correct vision and healthy effort, resulting in high efficiency. If we look at the verses of the Holy Quran from the perspective of efficiency, we will come across a multitude of Islamic teachings and concepts, each of which has depicted the obvious and hidden aspects of efficiency; although at first glance, the relationship between these concepts and efficiency seems far from mind. Islam is based on values, positive thinking, discipline and gratitude, doing things correctly and perfectly, management and good planning, planning and foresight, speed and accuracy, thrift, resourcefulness, effort and effort, and correct use of life. It encourages dealing with nature and benefiting from God's blessings, and warns against laziness and self-cultivation, extravagance and extravagance, narrow-mindedness and short-sightedness, mismanagement, ignorance, petrification, negativity, wasting life and capital, and lack of planning. And in this way, it leads people to follow the example of the Prophet (PBUH).

In a narration, the Holy Prophet (PBUH) warns Muslims against mismanagement in affairs, which is the other way of being productive, and says: "We fear against the poor nation, but I fear against them the bad management of the poor." "I am not afraid of poverty for my nation, but what I am afraid of is mismanagement."

Wherever Islam has spoken about evolution and progress, a vision of efficiency has opened up in the eyes of Muslims, in the light of which, they should not give up effort for a moment and direct their activities better every day than the previous day. On the other hand. The Holy Qur'an continuously emphasizes the blessings of God and invites people to make good use of God's material and spiritual blessings. And it also reminds us that all blessings will be questioned;

(ثُمَّ لَنُسْأَلُنَّ يَوْمَئِذٍ عَنِ النَّعِيمِ) (Altakasor/8)

Translation: "Then on that day you will surely be asked about blessings."

Under this verse, commentators have mentioned blessings such as health, youth, governorship, etc., which will be asked about each one of them on the Day of Resurrection. This verse refers to efficiency. Explaining that the meaning of the verse is to put the use of God's blessings at the top of your work and use every blessing in such a way that you will be among the thankful and not among the unbelievers, which regrets will not be useful on that day. The Qur'an has listed one of the characteristics of believers to be away from cancellations and useless and unproductive affairs;

(وَالَّذِينَ هُمْ عَنِ اللَّغْوِ مُعْرِضُونَ) (Almominoon/3)

The result is that in the rich culture of Islam, both in worship and in business, politics, and ethics, the principles of efficiency are included in the rules and regulations, even in the setting

of time for worship and actions. Therefore, in Islam, although efficiency and effectiveness are important, more important is the combination of these two, that is, efficiency.

Table 5. Prioritization of the effective factors (main criteria) to improve labor efficiency from the point of view of the surveyed people.

Group	Under the criterion	Rating	Average score and class priority
Work welfare factors	Feeling safety and comfort in the workplace	4.62	4.4091 First
	Facilities and equipment in the workplace	4.48	
	Welfare, social and health facilities at work	4.37	
	The amount of budget of the organization	4.35	
	Suitable for the level of salary, wages, and payments	4.35	
	The establishment of a performance-based payment system	4.25	
Personality features	Work conscientious, commitment, and responsibilities of employees	4.55	4.3977 Second
	Having morale of cooperation and group work	4.54	
	Having enough employee skills and expertise	4.46	
	Having the necessary experience and useful job experience	4.45	
	Level of the staff education scale	4.37	
	Having creativity and innovation	4.34	
	Staff adhering to learn short-term training and serving	4.22	
	The existing fit between skills, individual and job interests	4.21	
Management style	Non-discrimination and comprehension of justice between employees (constructive communication)	4.55	4.3669 Third
	The existence of a powerful, efficient and scientific, and technical manager	4.44	
	Upgrade and appointment of staff based on deserving	4.40	
	Leadership and implementation of the collaborative management styles	4.36	
	Pay attention to employee's needs to increase motivation	4.33	
	Manager constructive interactions inside and outside of the organization	4.23	

	Create and implement the correct system of proposals and critics	4.22	
Job Factors	Resolution and transparency roles and process of works	4.409	4.3250 Fourth
	Having a job security	4.403	
	Education and empowerment in jobs and employed	4.36	
	Correct measures of performance of employees	4.31	
	Having a job satisfaction	4.26	
	Adaption and fitness of job with employed	4.20	
Organizational features	Existing safety culture and administrative health in the organization	4.39	4.2914 Fifth
	Transparency and correct implantation of the rules and regulations	4.31	
	The existence of efficient IT devices in the organization	4.30	
	The place and position of the organization at the national and international level	4.29	
	Measuring employee efficiency in organizational strategy	4.22	
	Communications and interactions outside of the organization	4.21	

(Research findings)

In determining and prioritizing factors related to work well-being factors that are effective in improving labor efficiency from the point of view of the people studied, data analysis shows that among the six work well-being factors that are effective in improving labor efficiency, the sense of safety and comfort in the work environment With an average score of 4.62 out of 5, the performance-based payment system has the lowest role in improving labor efficiency with an average score of 4.25 out of 5.

In determining the prioritization and factors related to individual characteristics that are effective in improving the efficiency of the workforce from the point of view of the people studied, the data analysis shows that among the eight factors of individual characteristics, work conscientiousness, commitment and responsibility of employees with an average The score of 4.55 out of 5 is the highest and the existence of a fit between skills, personal interests and job with an average score of 4.21 out of 5 shows the least importance in improving the efficiency of the workforce. In this classification, having the spirit of cooperation and teamwork, having sufficient skills and expertise of the employees, having the necessary experience and useful work experience of the employees, the level of education of the employees, and adherence of the employees to learning short-term training while serving each in the second, third, they placed fourth, fifth, sixth and seventh.

In determining the prioritization of the factors related to the management style effective in improving the efficiency of the workforce from the point of view of the people studied, the data analysis shows that among the seven effective management factors, non-discrimination and respect for justice between employees (constructive communication) with an average score

of 4.55 Out of 5, the creation and correct implementation of the system of suggestions and criticisms with an average score of 4.22 out of 5 has the least importance on improving the efficiency of the workforce. The existence of a capable, efficient manager with scientific and technical competence, the promotion and appointment of employees based on meritocracy, the leadership style and the implementation of the participatory management style, paying attention to the needs of employees to increase motivation, the constructive interactions of the manager with inside and outside the organization, each in the positions They placed second, third, fourth, fifth and sixth.

In determining and prioritizing the factors related to job factors that are effective in improving the efficiency of the workforce from the point of view of the people studied, the data analysis shows that among the six job factors that are effective in improving the efficiency of the workforce, the clarity and transparency of the roles and processes of doing work with Obtaining an average score of 4.40 out of 5 are the most important, and matching and matching the job with the employee with an average score of 4.20 out of 5 has the least importance in improving the efficiency of the workforce.

In determining and prioritizing the factors related to the organizational features that are effective in improving the efficiency of the workforce from the point of view of the people studied, the data analysis shows that among the six factors that are effective in the organizational features in improving the efficiency of the workforce, the existence of a healthy culture And administrative health in the organization with an average score of 4.39 is the most important and communication and interactions outside the organization with an average score of 4.21 out of 5 have the least importance in improving the efficiency of the workforce. In this classification, the existence of a healthy culture and administrative health in the organization at the second level, transparency and correct implementation of laws and regulations at the third level, the existence of effective information technology devices at the fourth level, the position and position of the organization at the national and international level in The fifth level and employee efficiency measurement are placed at the sixth level in the organization's strategy.

Value efficiency: what is the production value of work or capital spent for it?

Physical efficiency: This type of efficiency is the amount of production on labor or capital spent for it.

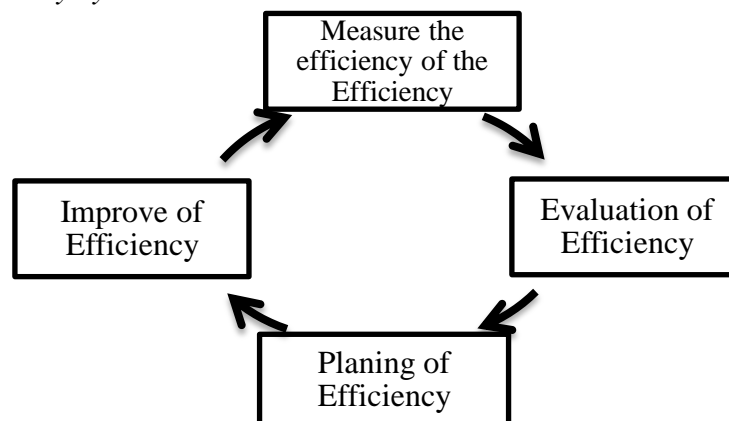
Average efficiency: This type of efficiency is the result of dividing the total product or total products by labor or capital employed. Marginal Efficiency: refers to the marginal products (amount or value of those products) of additional labor or capital that has been consumed for its production (Sajadi et al., 2008). Humans are the most valuable resource because of their use of other resources is also done by them. Today, the role and importance of human power in the process of producing and providing services in human societies have been identified as the most important factor. Looking at the stages of human civilization, it is clear that the role of human power has evolved from simple labor to human capital, because of the advancement of technology Without transformations, human power lacks efficiency, in today's era, the injection of financial resources is no longer considered as the main factor of development, rather, the transformations and efficiency of human power, with their growth, lead to the promotion of organizations and, as a result, the development of economic systems in the world, so that Human capital determines the amount of material capital. The root causes of the backwardness of underdeveloped countries are fundamentally affected by the phenomenon of low efficiency, therefore, the high growth of efficiency, especially the efficiency of human labor, affects all economic and social activities. In other words, it can be said that man is both the goal of development and its agent, and the research of development goals depends to a significant extent on the way of administration and management of this wealth and vital

resource. In the meantime, experience has shown that the downsizing of governments and giving space to the private and cooperative sectors at the same time leads to an increase in efficiency and investment, participation, and human resources. Therefore, the efficiency of human resources is one of the important pillars of any institution or organization (Bahadri et al., 2013).

Considering that man himself is a producer and consumer of technology, it will not be difficult to understand why manpower is considered the most important factor of economic-industrial development and why they have assigned a key and central role in improving efficiency for man. The reason for this is that it is only humans who can improve the quantity and quality of their work, present new plans and overcome problems with their creativity, increase their workforce and find a solution to reduce costs. The truth is the only factor that can bring about changes in oneself and the surrounding environment. On the other hand, because human beings are not only the agent but also the goal of efficiency, so the importance of paying attention to human beings doubles for this reason. The growth of man and his efficiency will depend on the integrity of his personality and his life flow, and this is also dependent on the importance of principles on all social foundations. The foundation of improving efficiency is relying on human power, and paying attention to this huge and potential resource will make it flourish. Efficiency improvement is achieved by working, on more and new (timely) knowledge, not by working hard, because intensifying the work will have limited results due to human limitations in terms of power.

If countries want to develop and grow their national efficiency level, they must first turn their level to the organizational level; an official efficiency program in an organization must be based on a process called the Efficiency Cycle (MEPI) and in the form given below:

Figure 1. Efficiency cycle



(Taher, 2014)

Any organization should start by measuring efficiency to start a formal efficiency program. Efficiency measurement means a process during which efficiency indicators are defined and their size is calculated. Theoretical research is related to efficiency measurement at the level of the company or the level of operational units in the development stages. Measurement makes it possible to make comparisons within the company and the relevant industry. Measuring efficiency in a company starts with the simplest forms and step by step with the provision of more information, it approaches a more reasonable and final form and turns into more complex methods. After measuring efficiency, the obtained information should be evaluated. After evaluating the efficiency and determining the strengths and weaknesses of the organization, they proceed to plan the efficiency for their period, and corrective and preventive action methods are used to create areas for continuous improvement in the efficiency of the

organization. The efficiency cycle is similar in all systems, including products and services, as well as governmental and non-governmental systems (Qorbanzadeh, 2019).

Table 6. Prioritization of effective factors (sub-criteria) to improve labor efficiency from the point of view of the surveyed people

№	Under the criterion	Rating	Rank
1	Feeling safety and comfort in the workplace	4.62	1
2	Work conscientious, commitment, and responsibilities of employees	4.55	2
3	Non-discrimination and comprehension of justice between employees (constructive communication)	4.55	3
4	Having morale of cooperation and group work	4.54	4
5	Facilities and equipment in the workplace	4.48	5
6	Having enough employee skills and expertise	4.46	6
7	Having the necessary experience and useful job experience	4.45	7
8	The existence of a powerful, efficient and scientific, and technical manager	4.44	8
9	Resolution and transparency roles and process of works	4.409	9
10	Having a job security	4.403	10
11	Upgrade and appointment of staff based on deserving	4.40	11
12	Existing safety culture and administrative health in the organization	4.39	12
13	Welfare, social and health facilities at work	4.37	13
14	Level of the staff education scale	4.37	14
15	Education and empowerment in jobs and employed	4.36	15
16	Leadership and implementation of the collaborative management styles	4.36	16
17	The amount of budget of the organization	4.357	17
18	Suitable for the level of salary, wages, and payments	4.35	18
19	Having creativity and innovation	4.34	19
20	Pay attention to employee's needs to increase motivation	4.33	20
21	Correct measures of performance of employees	4.31	21
22	Transparency and correct implantation of the rules and regulations	4.31	22
23	The existence of efficient IT devices in the organization	4.30	23
24	The place and position of the organization at the national and international level	4.29	24
25	Having a job satisfaction	4.26	25
26	The establishment of a performance-based payment system	4.25	26
27	Manager constructive interactions inside and outside of the organization	4.23	27

28	Create and implement the correct system of proposals and critics	4.22	28
29	Staff adhering to learn short-term training and serving	4.22	29
30	Measuring employee efficiency in organizational strategy	4.22	30
31	The existing fit between skills, individual and job interests	4.21	31
32	Communications and interactions outside of the organization	4.21	32
33	Adaption and fitness of job with employed	4.20	33

(Research findings)

As can be seen in the table (7), among the sub-factors (sub-criteria), the factors that got the most points from the point of view of the survey people are: feeling of safety and comfort in the work environment in the first place, conscientiousness, commitment and responsibility of the employees in the first place. Second, non-discrimination and justice between employees (constructive communication) are in the third rank, having a spirit of cooperation in the fourth rank, and teamwork and suitable facilities and equipment in the workplace are in the fifth rank. Which were the most important from the point of view of the studied people?

Factors affecting efficiency are divided into two categories, which are hardware factors and software factors;

Hardware factors: Product: The efficiency factor of the product means how much the supplied product meets the needs of the recipient. In the market, consumer value is the amount that the consumer is ready to pay for a product of a certain quality. Consumption value can be increased through better design and better product specifications.

Machines and equipment: machines and equipment can play the main role in the efficiency increase program by observing the following; 1- Good and timely repairs 2- Operation of the factory and equipment in favorable conditions 3- Increasing the capacity and efficiency of the factory by removing deficiencies and corrective measures 4- Effective and more favorable use of the capacity of machines and equipment **Technology:** Technology innovation is an important source of increasing efficiency. Increasing the production of goods and services and improving quality can be achieved through the use of automation and information technology. Automation can save and reduce costs in materials, storage, and control system. **Materials and energy:** A little effort in reducing the consumption of materials and energy can bring incredible results in increasing the efficiency of direct and indirect raw materials. It should be noted that any type of saving should be scientific.

Software factors: People: people in the form of workers, engineers, managers and employers, industrial and commercial associations, and unions and other guilds are the main source of improving efficiency. Humans are different not only in terms of ability but also in terms of willingness to work. In order to maintain people's motivation, several factors can be considered, including the creation of values that lead to increased efficiency and can be created through changing the attitude and attitude of managers, engineers, and workers.

Organization and systems: Compliance with known principles (unity of command, assignment of responsibilities, monitoring, and control, division of labor, creating coordination, preventing interference, etc.) is a necessity for running any organization. Every organization needs to act actively and move towards its goals and, at the same time, maintain the continuity of its service and structural revision following the new goals. One of the reasons for low efficiency in many organizations is their resistance to change and their inflexibility in accepting new methods and technologies. In these organizations, horizontal and vertical communication is weak, and bureaucratic rules and decisions are made slowly. No system, even if it is very

well designed, is useful and efficient in all situations. Mobility and flexibility should be included in system design to achieve maximum efficiency.

Work methods: displacement and substitution of manpower, tools, and machines that are used, places that are chosen for production, and materials that are used are all work methods. Study work, industrial engineering, and training tools for developing work methods are factors that have a vital effect on increasing efficiency.

Management methods: Management is responsible for the integration and effective use of all the organization's resources under its control. One of the theories relies on the fact that in some countries management is responsible for 75% of achieving efficiency. No management method can be considered perfect and therefore the usefulness of management is related to when, where, how, and for whom this method is used. Management methods and their performance in organizational and organizational design, manpower policies, job creation, scientific planning and supervision, repair and purchase policies, capital costs (current and fixed), capital resources, budget systems, and technique Cost control methods are all in the field of management methods, which are considered important efficiency factors in companies (Taher, 2014).

Confucius believes, if you want to be secure for one year, plant wheat, if you want to be secure for ten years, plant trees, and if you want to be secure for a hundred years of your life, think about building a human being. Today, the role and importance of human resources in the process of production and provision of services in human societies have been identified as the most important factor. Looking at the stages of human civilization, it is clear that the role of human power has evolved from simple labor to human capital because the advancement of technology without changes in human power is ineffective. In today's era, the injection of financial resources is no longer considered the main factor of development, but the transformations and efficiency of human resources, with their growth, lead to the promotion of organizations and, as a result, the development of economic systems in the world, so that human capital is the amount of material capital. Determine Industrialized and developed countries have achieved the fact that increased efficiency can be realized faster not through improving and improving the quality of material capital, but through improving the quality of labor (Hasanpour, 2017).

The human resource factor is known as a producer of goods and services that directly participates in production on the one hand and the other hand as a conscious factor and coordinator of other production factors, a special position among other production factors. Has it? In fact, manpower as the user and employer of other production factors and the starting point of organizational activities needs more reflection. In this sense, the quantity and quality of human resources in organizations will have a significant effect on their efficiency (Imami, 2014).

In terms of the power of thinking and creativity, human resources are considered everything in the organization; because any efficiency, transformation, and improvement in organizational systems and processes are done by humans. Taking advantage of these abilities of people, which are hidden in the form of capital, requires the creation of structures that can lead these abilities in the direction of realizing goals and raising organizational ideals. The issue of participation in decision-making is closely related to the style of supervision. The participation of the people of an organization in the form of a management and decision-making system cannot be just a slogan; rather, it should be institutionalized as a belief and value in the culture of every organization and deep in the thoughts of individuals (Mohammadian, 2021).

CONCLUSION

To survive in today's competitive age, any organization must make the best use of its limited resources, which is the concept of efficiency. Among these factors, the labor force is one of the most important factors and the performance of employees plays a vital role for the organization; therefore, finding the factors that affect the performance of employees and their efficiency is of special importance. According to the mentioned cases and the results of research in manufacturing companies (Samim Parham, Wahid Halim, HDPE Standard, and Badam Yar) in order to increase the efficiency of employees, pay attention to the main factors and their priority and the correct implementation of those factors in the organization from is of particular importance; The main factors that were identified as a result of the research in the mentioned manufacturing companies using the field method and the questionnaire tool that was analyzed by SPSS software, which plays a role in increasing the efficiency of the labor force, are in the top five priorities. They include work welfare factors with an average score of 4.40, factors related to the individual with an average score of 4.39, management style with an average score of 4.36, job-related factors with an average score of 4.32, and organizational characteristics with an average score of 4.29. And also the secondary factors have been identified which include: the feeling of safety and comfort in the workplace, conscientiousness, commitment and responsibility of employees, non-discrimination and fairness among employees, having a spirit of cooperation and teamwork, and suitable facilities and equipment in the workplace. 33 sub-factors are the top 5 known factors. The faintness of some of these factors and the lack of attention to them in the organization has somehow reduced the motivation and dependence of employees on these organizations. Being unmotivated towards doing work and reducing the sense of commitment and responsibility among employees can often be due to the low safety and welfare system in the workplace, insufficient attention to the main needs and motivational factors of employees, non-observance of promotions and Appointments should be based on ability and meritocracy, the existence of discrimination among employees, salary and other factors. Therefore, it is necessary to pay attention to the factors that have the greatest impact on improving the efficiency of the labor force in organizations, because increasing the efficiency of the labor force by considering its effective factors will improve and increase the efficiency of other production factors. And it increases the competitiveness of the organization in front of its competitors and improves the quality and quantity of products. Improving labor efficiency provides an opportunity for the organization to help increase profit and benefit the organization by improving its products and processes instead of simply looking to reduce and eliminate costs. Therefore, paying attention to this huge and potential resource will make the system or organization flourish and be empowered. Also, the existence of an employee efficiency evaluation system and the creation of a strategy to measure employee efficiency in the organization have helped in increasing managers' awareness of the level of employee efficiency within the organization and identified the factors that contributed to the increase or decrease of employee efficiency and in To improve it, adopt new policies and strategies, and make employees aware of their efficiency in the work process and try to improve and improve efficiency. Since a set of managerial, individual, occupational, organizational, and welfare factors are effective in the efficiency of human resources, therefore, managers should not rely on only one factor but should consider all variables in their policies and in the light of knowledge To have the right balance of the impact and importance of each group of factors in making future decisions and plans, in order to continuously improve and increase the efficiency of employees. Therefore, according to the results of the research and the mentioned cases to improve and improve the performance and increase the efficiency of the employees in the

aforementioned organizations or production companies, suggestions are made as follows to pave the way for the improvement and efficiency of the entire organization.

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