

عنوان مقاله:

Human Resouree Motivation Factors Affecting Productivity in Iranian Gas Projects

محل انتشار:

نهمین کنفرانس بین المللی مدیریت (سال: ۱۳۹۰)

تعداد صفحات اصل مقاله: ۱۴

نویسندگان:

Seyed Jamshid Hosseinin - Iranian Gas Transmission company Civil Department, Sharif University of Technology
Iranian Gas Engineering and Development Company

Mohammad Mehdi Mortaheb - Iranian Gas Transmission company Civil Department, Sharif University of Technology
Iranian Gas Engineering and Development Company

Babak Merikhi - Iranian Gas Transmission company Civil Department, Sharif University of Technology Iranian Gas
Engineering and Development Company

خلاصه مقاله:

Motivation is known to have a direct relation with the productivity of human resources. The aim of this research is to determine the most effective motivation factors for the design engineers in an organization. Thirty factors have been identified from literature to form the basis of a questionnaire to survey data among engineers in the Iranian Gas Engineering and Development Company. Cronbach's alpha method was used for reliability and face validity of data. KMO, and Bartlett's test also used for validating the research Instrument, Factors were assessed by Importance Index Technique and SPSS software. By collecting and analysis design engineers' opinions. Ten important and effective factors on productivity have been identified. These factors include: fair treatment with staff , good communication within co-workers , open relations between staff and managers , incentive and rewards , the appropriateness of ability and duties , staffs' welfare issues in the office , adequate tools and equipment , capability of design team , management support of project , career development opportunities . The result of research showed that the staffs pay more attention to the social and self-esteem needs that are identical to the high level of Maslow's needs. It was found that Herzberg's theory is not totally applicable in the Engineering and Development Companies.

کلمات کلیدی:

Desing engineers, Motivational factors, Productivity

لینک ثابت مقاله در پایگاه سیویلیکا:

<https://civilica.com/doc/۲۴۰۹۳۷/>