

Quarterly
Management & Human Resource
in Oil Industry

Volume 4, Number 11, Summer 2010

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In The Name of God

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The Diagnosis of Talent Attraction and Protection Plan (A Case Study in NIOC)

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Mahammad Mehdi Rashidi³, Hoda Sanatigar⁴

Abstract

This study is focus on examining how to attract and to protect talented human resources and the success rate in the national administrative organizations. In this investigation, it has tried to study the mentioned plan in one of the greatest related administrative companies within 4 dimensions (plan making philosophy, input, implementation, output) using a survey based research. The findings show that the plan philosophy is concordant with macro organizational goals. The methods and criteria to identify these people are not complete and need to be revised. Regarding the implementation, there are some problems, and the present diagnosis shows that the job satisfaction and organizational commitment for the selectees are below - average and

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average, respectively, and at last, the main proposed goals have not completely met. This paper, finally, offers some suggestions for a better execution of the plan in different organizations.

Keywords: *Talent, Process of Attraction and Protection, Job Satisfaction, Organizational Commitment, Human Resources Management.*



Analysis of Occupational Appropriateness of Personnel and to Present Strategies for it's Improve (A case study in NIRDC)

Hossein Khanifar¹- Mustafa Emami²- Sohrab Pourebrahim³

Abstract

Occupational appropriateness (among personal features and occupational implications) is one of the fundamental subjects within the human resources management. This assumption has been proved that the occupational appropriateness is required for human resources productivity. In this investigation, according to the occupational appropriateness importance, the appropriateness has been studied and strategies and suggestions have been addressed to improve that. Therefore, the main purpose in this study is, to analyze the occupational appropriateness among staff in the National Iranian Refining and Distribution Company. To analyze the occupational appropriateness, the International Occupation Database (O*NET)⁴

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was used. 37 occupational titles were available and recognized within the studied society, these jobs were compared with that of enlisted in the O*NET, and finally, 27 job titles with the international code and knowledge, skill and required abilities score were determined. 27 questionnaires including averagely 21 questions per each were designed. Stability of questionnaires was 0.87, and as the Kronbak Alfa is more than 0.7, then the questionnaires were enough stable.

The considered statistical community volume is 150 persons. 80 statistical samples were selected among them based on the classified randomly sampling method, and at last 78 questionnaires were collected and analyzed.

To check the normality of the obtained data, the Kolmogorov-Smirnov Test was used, and the results proved the normality. To determine the occupational appropriateness, scores being obtained from the questionnaires and the standard scores within the O*NET were compared. The findings showed this fact that only 40 percent of the staff were appropriate in their occupation, which means the studied community is inappropriate and unaccepted for the occupational appropriateness.

Keywords: *Occupational knowledge, occupational skill, occupational ability, Occupational appropriateness, O*NET.*

The Relationship Between Intellectual Assets Organizational Learning Capability at the Institute for International Energy Studies

Masoome Habibi¹-Javad Jafari farsani²- Mohammad mehdi Rashidi³

Abstract

In the recent years, modern economics versus traditional economics subject has paid scholars' attention. Modern economy is an economy which is based on knowledge priority and domination. In knowledge based economy, intellectual assets and especially human capitals are the most important components of the organizational assets. This paper investigates the relationship between intellectual assets and organizational learning capability among the specialists at the Institute of International Energy Studies. To collect the research data, we applied the questionnaire of Bontis et al (2000) to measure intellectual assets, also the questionnaire of Cohen and Levintal (1990) to measure the organizational learning capability. To analyze the data, first we applied the Spearman's Correlation Test in order to investigate the hypothesis, and then we studied the whole conceptual model's fitness using Confirmatory Factor Analysis. Data analysis demonstrates that

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there is a positive relation between the both dimensions of intellectual assets and organizational learning capability among the specialists at the Institute of International Energy Studies. The Confirmatory Factor Analysis results also demonstrate that the conceptual researched model has an appropriate fitness.

Keywords: *Intellectual Assets, Human capital, Relational capital, Structural capital, Organizational Learning Capability.*



The Analysis of Relationship between Empowerment sense & Personnel Creativity and Organizational Culture (A Case Study in NIODC)

Mir Ali Seyyed Nagavi¹ - Hossein Abbaspour²

Abstract

Today, creative and skillful human resources are considered as a competitive advantage for organizations; Human resources, who use their full capacities and capabilities, who have more responsibilities, who be able to create new innovations and creativity. Studies have shown that providing appropriate cultural conditions through which personnel try to bring useful results to the organization by completing each other's ideas is an introduction to creativity at that organization.

The goal of this study is therefore to analyze the relationship between employees' Empowerment and organizational culture oriented creativity. The research method is descriptive – correlative and follows practical objective. The research population consists of

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managers and experts within NIODC. It has used correlative analysis methods and regression analysis to test hypotheses, and structural equations model to test studied models. Results showed that there is a meaningful and positive relationship between employees' capability and Empowerment, as well as between organizational culture and employees' capability. It was determined based on the findings that the employee's capability affects their empowerment due to the organizational culture influence.

Keywords: *Employees, Empowerment, Capability Aspects, Organizational Culture, Creativity.*



Studying the relation ship between OJT and the human resources empowerment aspects for operational and administrative staff and managers in the Shazand, Arak Oil Refinery

Naser Molaei¹ - Zahra Goldar² - Omid Emdadifar³

Abstract

For a long time, organizations intend to increase their human resources' efficiency and effectiveness. One of the ways to reach a continous improvement and to an efficiency increase for the employees is the human resources capability which facilitates by providing and developing an influence based on the competence of people and groups on the organization's duties. This article is about to study the effect of personnel OJT on the dimensions of capability. Capability is as a development of competent staff influence in the organization, which its application will be obtained through both formal and informal processes in the organization and be resulted in a permanent improvement in organizational performance through developing qualified and competent teams influence in the most dimensions of the organization which finally affects the total

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performance of staff and the organization. With regard to the effect of capability in an organization and the importance in the present research, Arak Oil Refinery operational and administrative staff and managers' views on the effect of OJT programs over 5 human resources capability indicators are being studied by data analysis. To complete the results from the distributed questionnaires, the interviewees' views are also reviewed. To access logical results about the effect of In-service training on the operational and administrative forces capability, findings of the two research tools (questionnaire and interview) mentioned above have been compared with each other. In general, the results show that the OJT is effective on human resources capability indicators (competency/self-efficacy, effectiveness, confidence, self organization/independence, meaningful) as expected. Among the capability components, the confidence and self-organization are evaluated as the maximum and the minimum percentage, respectively. Also, the rate of capability relation with other factors such as gender, place of work and job type was approved in such a manner that the intensity of this relation is more in a type of the employment variable (managerial / non-managerial) than that of the place (line up / administrative). In other words, the more training, the more capability, and this influence evaluated more on among administrative personnels than on line up personnels also more on among managers than on non-managers.

Accordingly, based on the research findings, it is clear that the personnel OJT has continuously improved the organizational performance, personnel performance, managers' performance and at last the personnel's capability in the Shazand Oil Refinery.

Keywords: *Capability, On Job Training, Competency, Self-Organization, Meaningful, Confidence, Effectiveness.*

Effective factors analysis on occupational stress and the managerial strategies

(A case in Gas Transfer Operation, 3rd District)

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Abstract

One of the new consequences of modern life style is a stress at work. All the people in a society working in different jobs, experience stress in different ways. Identifying sources and factors affecting incidence of an occupational stress in an organization can help to face this phenomenon. The purpose of this study is to identify occupational stress generating sources among the 3rd Gas Transfer Operation District personnel. The research is based on the survey oriented descriptive Approach. The statistical community is the above personnel and the statistical research sample includes 148 personnel. A research tool is the Davis et al Stress resources questionnaire based on the Likert five degrees scale. The studied model has been evaluated

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by 10 variables, and finally, three main occupational stress generating sources were identified for the community. In addition, statistical tests results demonstrate a meaningful relationship between the sources of occupational stress and the employees' level of occupational stress.

Keywords: *Level of Occupational Stress, Sources of Occupational Stress, Occupational Stress.*



A glance to the 4 main Iranian Oil Industry's Websites

A case study in one of the servicing and knowledge management infrastructures in the Oil Industry

Mohammad Reza Mehdizadeh¹

Abstract

Today companies' websites and electronic pages are the most important doorway to supply updated services, operations and company products to their people also to the whole world, and that included knowledge and information contents are effective for companies' growth, development and success. In this study, 4 main Iranian Oil Industry websites (NIOC, NIORDC, NIGC, NPC) have been investigated in order to determine each website's pros and cons regarding their deterministic role in the national economy and society. Of the major results from this study are lack of uniform and certain

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communication among companies' strategy and purposes and the goals which have to be fundamental for these websites' design and performance.

Keywords: Oil industry's, Website, NIORDC, NPC, NIOC, NIGC, Knowledge management.

