Identification Empowerment Predisposing Factors in Islamic Azad University - A Theory Grounded Theory Approach

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Abstract

Purpose: The aim of this research was to Empowerment predisposing variables in Islamic Azad University. This study defines and discusses the concept of empowerment in Islamic Azad university. **Method:** In this study, books and documents and treatises and theses and dissertations and scientific journals related to the topic, 20Faculty of Islamic Azad University, which was associated with empowerment study were selected based on snowball sampling method. Grounded theory was based on research looking. In order to approve the efficiency, we have used this method in a case study and explained its implementation step by step. **Finding:** The methodology of Grounded theory has been chosen for this purpose. Grounded Theory is a powerful research method for collecting and analyzing research data. It was 'discovered' by Glaser & Strauss (1967) in the 1960s but is still not widely used or understood by researchers in some industries or PhD students in some science disciplines. **Conclusion:** The results showed, Charm goals, planning, Compliance, Accountability, Environmental conditions, The nature of the job The predisposing factors of empowerment were identified by experts in Islamic Azad University.

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Introduction

Due to the competitive environment and complex field of organization, Organizations are condemned to having capable human resources from mind and physical and psychological dimension, because the weak force, disability and indifferent, Obstacle to achieving the organization's goals and big dreams. Efficient manpower can be considered major indicators of organizational excellence to other organizations In this respect, the world after years of experience convinced that for a successful and pioneer in the field of economic and competitive, Organizations must have empower the work force, professional and high motivation.

1. Background research:

Empowerment has been regarded as an important for a successful and pioneer in the field of economic and competitive because it potentially affects outcomes that benefit Individuals and organizations (Han & et al, 2009). With empowerment, employees will be able to accommodate customer requests and achieve the highest service quality standards. Empowerment is a prerequisite for successful quality initiatives and should be incorporated into the service delivery process so that customer needs are addressed more quickly and resolved more efficiently. Employees will provide better quality service and feel a sense of pride in their job if they are trusted and empowered to resolve any guest service issues (Chow & et al, 2006). Success factors and organizational effectiveness, the focus of attention and focus research efforts management course has been. (Abzari, Shaemi, talebi and abdolmanafi, 2012). One of the factors influencing is Empowerment of employees. The empowerment concept the organization to improve the method used people take their own. This is an idea that originated from the older theories and strategies of the organization Empowerment, ideas relating to performance and organizational renewal that most revealing its roots in the Y theory are explained. Tomas and Volthos(1990) Psychological empowerment know a factor intrinsic motivation Which reflect an active role in the organization's staff. They are distinguished between Management strategies and organizational factors and employee perceptions about ability. Lee and Koh, (2001) Have considered the nature of the thoughts empowerment supervisors and subordinates Consider and explain that empowering combination of psychological states is Subaltern that Subaltern, enabling Behavior is affected by administrators (Greasley, King, 2005).

2. Materials And Methods

The study was qualitative research, where using a grounded theory approachIn order to identify predisposing factors for employee empowerment presented in Islamic azad University. Grounded theory approach is a qualitative research method. That inductively a series of systematic procedures to be used to create a theory of the phenomenon under study) Strauss & Corbin, 2008(. Participants (sampling) and ethical considerations: in the sampling bag that It called purposive sampling (Gall, Joyce & Borg, 2006) or Theoretical Sampling (Creswell, 2007). Our aim is the selection of cases that According to research is full of information and help researcher in the shaping of their theoretical model. And this work will continue until classification of data and saturation information and theory

to be described in Saturated & Elaborated. Michael Patton believes that It is an ideal way of quality sampling that continue to achieve waste (cases that do after which new information is not found) (Gall et al, 2006).

Traditional research designs usually rely on a literature review leading to the formation of a hypothesis. This hypothesis is then put to the test by experimentation in the real world. On the other hand, GT investigates the actualities in the real world and analyses the data with no preconceived hypothesis (Glaser & Strauss, 1967). Data collection is usually but not exclusively by interviews. Analysis of interview data in qualitative research tends to result in descriptions of an interpretive view of the events, whereas GT data analysis involves searching out the concepts behind the actualities by looking for codes, then concepts and finally categories. These are explained in the following section.

Grounded theory coding is a form of content analysis to find and conceptualize the predisposing issues amongst the 'noise' of the data. During the analysis of an interview, the researcher will become aware that the interviewee is using words and phrases that highlight an issue of importance or interest to the research. This is noted and described in a short phrase. This issue may be mentioned again in the same or similar words and is again noted. This process is called coding and the short descriptor phrase is a code.

There were initial doubts about what a code was/is/should be. The literature tells us that coding should be performed with an open mind without preconceived ideas. Glaser & Strauss (1967) insisted that preconceived ideas should not be forced on the data by looking for evidence to support established ideas. Glaser (2001) recommended that if a researcher were uncertain about the process, just analyses the data in front of you and write what you see. Strauss & Corbin (1998, pp. 65-68) recommended coding by "microanalysis which consists of analyzing data word-by-word" and "coding the meaning found in words or groups of words".

Grounded theory adopts a coding approach to data analysis. This is a process in which the researcher derives and develops concepts from the data (Corbin and Strauss 2008)
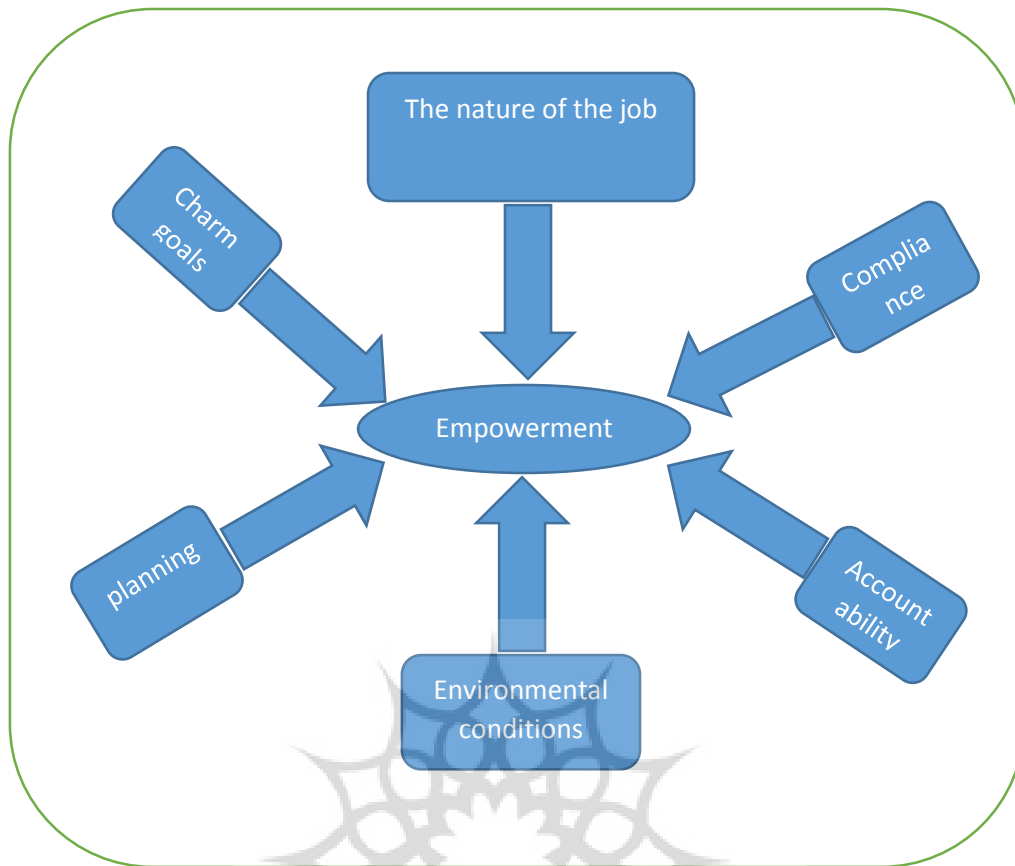
The data selected In-depth interviews for The General Interview Guide Approach and Semi Structured Interview. And the number of participant's twenty people, including Faculty of Islamic Azad University that research relation Empowerment through the National Library and scientific journals were identified and interviewed.

a. Open coding: Concepts and classification and discovery features and their dimensions in the data Through doing the constant comparison (Flip-flop Technique) that the researcher, concepts from different angles Inside out or Upside Down review and analysis to gain a different perspective on the importance of concepts (Strauss & Corbin,2008).In the present study recorded interviews after implementation, using content analysis line by line review, Conceptualization, categorization and then based on the similarity, Conceptual relations and the common characteristics of between codes open, Concepts and categories (class of concepts) were determined. In the table below, Quotes of the participants (coding process), Basic codes (The result of a coding process), Axial codes (As a process of axial coding), Core codes (As a process of selective coding), Quotes extracted from Experts on predisposing factors for empowerment has been explained.

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Row	Quotes of the participants (coding process)	Basic codes (The result of a coding process)	Axial codes (As a process of axial coding)	Core codes (As a process of selective coding)
1	Tasks necessary for employee empowerment, willpower	Intention		
	The mission of an organization philosophy and why its activities. Any organization created in response to a need the aim of meeting that need	Mission	Charm goals	
	Outlook is first step response to change the organization, we can say; Outlook will respond to the question "? Where do we want to achieve. "	Vision		
	Determine how to do a job for employee in order to achieve a predetermined target accurately determine.	Program		
2	Planning process to achieve goals. Planning for staff empowerment must be at the top level organization properly	Comprehensive planning	planning	Factors predisposing empowerment Based on the opinions of experts
	Planning, critical importance document for growth and the act of making decisions and the determined framework On employee empowerment by comprehensive planning	Operational Planning		
3	If directive man, Responsibilities to others For obedience to His commandments are doing, accept. The increases their compliance	Acceptance of responsibility by the directive	Compliance	
	If the directive Be present at the scene The people obeyed increase and with her absence Duty and task Responsibility empowerment Employee that implementation is Necessary and obligatory.	The physical presence of the person ordered Task		
4	Employee empowerment Committed, responsible and obligation What it has pledged to do so and in this case is responsible for	Accountability commitment		
5	Must have the necessary utility In the workplace be created by officials for employees in organizations	Appropriate work environment indicators	Environmental conditions	

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The majority of And most important part of the workplace is Depends on mental conditions and atmosphere of the workplace for employees	Psychological and social environment indicators	
One of the functions a serious commitment value in the organization Is to coordinate and people tend to work in this organization that this type values believe seriously and that means another step to make the organization more pure and more coordination in the organization	The value of work	
Independence is one of the human needs. All humans are somehow to become independent. This means that one can make decisions, Your lifestyle choices, experience, mistakes and learn skills	Self-Independence	The nature of the job
Employees based on job opportunities in the community and want to track employment	job opportunities	
Facilities in organizational helps employee in achieve personal goals and organizational goals	Job facilities	
More empower employees to pursue a career that is facing challenges. Responsible for it In general, it is their own Responsibility	Job Challenge	

A brief description of the predisposing variables employee empowerment at Islamic Azad University, according to experts offered are as follows.

Charm goals
Planning
Compliance
Accountability
Environmental conditions
The nature of the job

Charm goals

Many people think Work hard but are not successful. The important reason for this perception is not allocate enough time to think about the things you want in life And planning for life and do not have clear objectives.

Supreme goal caused be individual work and effort. Among the theories of motivation, Expectancy Theory confirms this issue. Imam ail as said: competent work and act give news magnanimous (Sublime goal) ((Bidokhti and zogi , 2006).

Planning

When human being thought to tomorrow, to determine goals for the future Thus began the planning process. Planning organizations to determine future goals tailored protocol to achieve these goals. And in another comment in the definition of strategic planning that Outlining those of the past to decide in the present for do what must be done in the future (Esmaeelpour, 2010).

Compliance

Compliance is one of the most important forms of social control and consists of forcing others to accept commands by way of command and control direct and indirect techniques.

Factors and certain conditions leading to, People obey the orders of others and amount increase their Submission.

Accountability

Today's society in terms of their specific requirements More than ever is Consumer Therefore, organizations must consider Responsibility, accountability and respect for the rights of community members in the form of comprehensive programs and strategy. they In return benefit from the infrastructure and Biological social capital and Scientific surroundings, Should your strategic program organizational social responsibility and consider the rights of consumers to properly.

Environmental conditions

Usually for the employees in their work environment easily and High efficiency to their work and good results have realized their organizations Is necessary to in a healthy environment and appropriate to be both physically and mentally Such an environment has features that need to be posed.

The nature of the job

Macher in their study showed that In studies done some for the job reprogramming many efforts to career planning regardless of the nature of the job As far as employee satisfaction improving factors could not be fruitful, it is difficult. However, enriched jobs occur than the jobs that invariably, employee motivation Provide positive emotional behaviors and job satisfaction seriously, linked to career planning (Macher, 1981).

Discussion and conclusion:

Employee empowerment the world's leading organizations according to the requirements, Organization's policy and using policies and preparations provided the conditions conducive to Competencies and potential talents of employees to have activity and then in the service of goal achievement and implementation of organizations programs to apply. Management to empower of human resources a new sense of responsibility granted to employees so that people not only of its activities. That would apply greater control activities carried out by staff. And also has created an incentive to provide products quality.

Attention to the influencing factors and Predisposing and dissuasive and outputs related to it, that in this study of the predisposing factors empowerment According to opinion experts conducted using Grounded Theory and examined. And variable objectives interest, planning, compliance, accountability, environmental conditions, the nature of the job was detected that according to employee empowerment. This possibility creates that always attunement organizational goals to carry out activities, Best practices chosen by the people. On the other hand with the Employee empowerment in organizations. Meritocracy and Education elite is focused on the interactions and the job promotion, that this is a very important factor in achieving Self- Actualization in organization. Organizations should be with a consistent educational engineer Appropriate scientific and research activities in order to build human capital empowerment with analysis of the impact of education and scientific interactions at the level of organizations, Intellectual development and creative organizations and developed to be conducted. Human resources management in organizations in such a way changing that create the possibility of growth, modernization, innovation and human capital the incentive to stay in organizations.

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