



Masters Students' Views towards the Ratio of Iran IAU-Sari Branch Faculty Members use of Human Relations Index

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ABSTRACT: The purpose of this study was to evaluate Masters Students' Views towards the Ratio of IAU-Sari Branch Faculty members' use of human relations index. This research method is descriptive - survey and a sample size were determined 330 people based on Krejcie-Morgan table. In this study, in order to data collection were used the researcher made questionnaire of 40 questions. The analysis showed that in response to the general question of the study, Masters Students' Views Towards the Ratio of IAU-Sari Branch Faculty members use of human relations index, has been relatively high, also, analysis of the result indicated that faculties use of (individual differences, mental health, Understand the need and the capacity to and communicating) variable relatively high. Thus it can be concluded when the faculty members use more of the human relations index, students are motivated and more willing to try to communicate more effectively with them and teaching space become more motivated for them.

Key words: Human Relations, Faculty members, Students

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INTRODUCTION

Organizations are social systems. If someone wants to work on them or direct them, it is imperative to be aware of their working practices. Organizations blend knowledge and human - technology cognition and humanity- together. Technology cognition is a difficult phenomenon itself, when we add to that man a complex social system is obtained which makes it difficult to understand it more or less (Vailz, 2009).

Management is an inevitable need for any organization and community given the lack of it, the affairs has bollixed. Obtaining the role of management and the provision of business success is required to establish knowledge and skills which one of the most important of them is human relations in management namely the art of human communication. Mary Parker Follett can be known commentator of transition period from the classic theories to behavioral theories. He believed that the real issue in any collective or organizational work is to establish and maintain a human dynamic and harmonious relation. Training is the changes in behavior and learning environments is a right condition to turnover. The foundation of changing is love that be achieved in human relationships. Human relations study ways to create the background and right conditions for life and growth of the individuals. The proper environment and conditions is one situation in which people can grow through their logic needs. Finally, their talent and potential abilities can flourish the environment so that be consistent with the human desired properties. The basis of good relations creation in a learning environment is the needs and feelings recognition and the ability to express mutual feelings and transmit it to people. If we ever admitted that the source of human behavior is providing his needs, then we must accept

that differences between individuals are the basis of differences on their needs. If humans have to correspond due to provide their needs, their relationship would be more reliable when consistent with these differences. The basis of human relationships is behaviors that are interested in the other person and he deems the needs in line with the behavior. Why understand and the acceptance of the individual differences and even what not necessarily consistent with our needs is the foundation of human relationships. The central point of communication is having a common language or a set of behaviors, means and channels of communication which ultimately can be through it communicate with others. Communication is the main gate of human relations through which we must pass on their goals and objectives to others, and in turn, understand goals and objectives of others. Human relationships in an educational organization is a process of establishing, maintaining and expanding bilateral and targeted dynamic relations between members of a learning environment that is according to the logical, social and mental of individual and group, cause of understanding, a sense of satisfaction and mutual benefit and to create motivations and growth and to facilitate the educational goals (Mirkamaly, 2007).

Quality of education in the college at level of individuals' skills who actually are director of the educational environment, these individuals have a fundamental role in education and human relations. Meanwhile, the relationship between the instructor and the student and the factors influencing such as students and professors tasks, their expectations from one another, role of university management have the extremely important. The relationship that should be

created behind the material subjects in the think. The purpose of holding the curriculum at the universities: is transfer of knowledge and science and wisdom and insight to students and learning communication skills on campus, acquaintance and modeled the character and behavior of scientists, learning about career future and to create educational opportunities of available resources to students and group and research working with other students and discovery of students talents and favorites and flourish talents in the classroom by teachers. In this regard, there are educational standards and laws. Educational standards and the laws that unfortunately emphasis of education system is only on these basics, which includes of teaching educational content (syllabus Approved) and regular holding of meetings, observance absence and attendance of the student, to deprive the student's if he be absence. These standards can be considered as suitable measures of the target of holding the classes. But, the more general standards of holding the classes is training of students at a special filed that student be educated based on scientific and practical plan and his role will be determined in the future. The overall purpose of the attendance of the student in the university is not graduation, and the purpose is not just to learn a method of engineering problem solving and learning the series of memorizations. The purpose are obtaining human, personal, social and business skills and flourish talents and achieve science and be usefulness of the human in society. Imam Khomeini said that the university should be manufactory of a mankind. So, do students achieve to the humanity with learn the formulas and memorizations? Who aside his own able to help him through this path? But the spirit of the rules that the teachers must observe and are not unwritten regulations, namely scholarly attitude and behavior, scientific conscience, urging and focus with all energy on student learning, even outside classroom hours, giving the motivation and the idea and good standing and identity to students and attention to mental states and conditions of students and be incentives for her during the academic route; some samples of these rules are unwritten that teachers should try to follow it (Kouhestani, 1997). For this reason, the survey sought to determine the extent of indicators of human relations by Faculty University of Sari from the perspective of graduate students.

MATERIAL AND METHODS

The method of the present research according to the topic and the desired goals is descriptive from type of survey. The population of the research is consisting of all Masters Students studying at Islamic

Azad university of Sari at educational year of 2010-2011. According to statistics provided by the statistical experts by Islamic Azad University available for the researcher a total of 1642 people were estimated as the population of the research. In order to determine the sample size the Karjisi- Morgan table is used. And sampling was implemented using stratified random method that 313 sample is selected and after collecting questionnaire the samples reduced to 300 cases.

In this research, according to the nature and topic of the study the answer questionnaire package was used. The questionnaire of the research consisted of 40 items that for totally four components related to the indicators of human relations has been considered. In order to evaluation of four components of the human relations, respondents were asked to choose one case through list items of (very low, low, somewhat, a lot, a lot) to indicate their views. In the present study, in order to ensure the relevance of questionnaire with and the measured characteristics and to determine content validity, the questionnaire by assistance of professors, advisors and specialists of this field were reviewed and the necessary amendments and add or remove were done about some of the questions and the questionnaire with 40 items were approved, finally. Cronbach's alpha test was used to determine the reliability, so that the pilot project of researcher made questionnaire distributed among 30 members of the sample and after collecting the results, were analyzed using SPSS software and reliability factor of the test was calculated $\alpha = 0.81$ which represents the reliability of the tool to run.

RESULTS

In this section, descriptive statistics (mean and standard deviation) of the variables are examined. As it can be seen, the ability to communicate variable has the highest average responses of in terms of descriptive and variables of mental health and understanding the needs and talents followed by it in terms of descriptive.

In this study, using the Kolmogorov - Smirnov normality of variables was examined and it was concluded distribution of the research variables are normal. Therefore to investigate the research questions parametric tests are used. To examine the question of the research, single-group t-test was used.

Question of the research: Faculty to what extent use from attention indicator to individual differences, mental health indicator, the indicator of understanding the need and talent, indicator of ability to communicate and indicators of human relations of students? So can be seen in the table 2, the mean is equal to 3.34, which is more than the theoretical mean

of 3. Which indicate a positive attitude of subjects toward the question of the research in terms of descriptive. In the following to extend the respondents' views to entire population of the study t-test is used. According to the higher average value calculated from the theoretical value of 3 with 95% confidence will be resulted that the faculty members use largely from students' individual differences indicator.

Also, the calculated mean is equal to 3.79, which is more than theoretical mean of 3, which indicate a positive attitude of the subjects toward the question of the research in terms of descriptive. According to the higher average value calculated from the theoretical value of 3 with 95% confidence will be resulted that the faculty members use largely from students' attention to mental health indicator. The calculated mean is equal to 3.79, which is more than theoretical mean of 3, which indicate a positive attitude of the subjects toward the question of the research in terms of descriptive. According to t-test

and the coefficient in table 1, the higher average value calculated from the theoretical value of 3 with 95% confidence will be resulted that the faculty members use largely from students' to understanding the needs and talent indicator.

The calculated mean is equal to 3.89, which is more than theoretical mean of 3, which indicate a positive attitude of the subjects toward the question of the research in terms of descriptive. According to table 1, the calculated average value is more than theoretical value of 3 with 95% confidence will be resulted that the faculty members use largely from students' ability to communicate indicator.

As, it can be seen in Table 1, the calculated mean is equal to 3.66, which is more than theoretical mean of 3, which indicate a positive attitude of the subjects toward the question of the research in terms of descriptive. The calculated average value is more than theoretical value of 3 with 95% confidence will be resulted that the faculty members use largely from students' indicators of human relations.

Table 1. The mean and standard deviations of variables

Variables	Mean	SD
Individual differences	3.34	0.88
Mental Health	3.79	0.92
Understanding the needs and talents	3.65	0.76
Ability to Communicate	3.89	0.83

Table 2. Single group t-test

Variable	N	Mean	SD	T Value	DF	Sig.
Individual differences	300	3.34	0.88	14.92	299	0.0001
Mental Health	300	3.79	0.92	16.57	299	0.0001
Understanding the needs and talents	300	3.65	0.76	15.31	299	0.0001
Ability to communicate	300	3.89	0.83	16.92	299	0.0001
Human Relations	300	3.66	0.84	15.57	299	0.0001

DISCUSSION

The results showed the faculties use largely from indicators of attention to individual differences. The results obtained from the research are consistent with the Dastjerdi's research (2007), Shang and Parjis (2002), but are not consistent with Morris's research (2002). The attention to the individual differences at an educational organization such as postsecondary education that is the trustee of development in its general meaning cause to create motivation and growth of students. Giving importance to the individual differences at the education will insure effectiveness of the education. In most of educational systems the individual differences are ignored. To ignore the individual differences in the education or any other activity cause people who have not like characteristic are seen catch as an overview. In

accepting an incentive or to do a task, some of factors are involved, including: attitude, skill, talent, ability, experience, age, gender, personality, learning style, so postsecondary education with considering the individual differences can be provided suitable educational programs for students.

Also, according to the results, faculty members use indicator of attention to mental health, largely. The results obtained from this research are consistent with research Nikpay (2004), Tayebi (2004), Ahmadi (2002) and Yu (1996). Boosting mental health is one of the main categories of progress of enhancing the quality of university education. Regarding the issue provides the mental health field of community. Today, due to the problems in the community including family and personal problems and the problems in

academic environment, mental health is jeopardized that it causes irreparable damage to the development of any society, also with no respect to promotion components of mental health the university is faced with huge costs. supply youth's mental and ethical hygiene and health that has formed about a third of total of the country population, it is one of the basic tasks teachers in the university and with attention to the results which are produced by the youth's lack of needs satisfying and with regarding to the affair the prevention always is cheaper and easier than treatment. Responsible for cultural affairs especially teachers due to widespread communications with young people of community on the one hand can prevent problems and disorders and mental disorders and from the other hand provide more growth and flourishing talents of them in the educational environment.

It also can be said that the faculty members use indicator of attention to understanding of the need and talent, largely. Results obtained from this research are consistent with the Shafi' Pour (2008) and Mohammadi Bagh Mollaie's (2004) researches. Teachers' understanding the students' needs and talent improves students' academic issues and problems in life. Professors who have given to this factor have been better usually than other teachers from students' view. To achieve successful and effective learning, teachers need to motivated, interested and activist students. In the students, role of satisfy the requirements in educational performance and progress is much more than intelligence or general talent. Therefore, it is helpful and necessary to understanding the needs and talents of the students and factors influenced it and the ways of students' stimulation for masters. Generally, a set of factors linked with together influence on interest and motivation of students for learning. This set may be included the learners' features (individual factors), features of curriculum in terms of qualitative and qualitative, features of the teachers, conditions and features of educational environment, activities and learning assignments and other environmental factors such as domestic factor. Identification of this factors help to decision making about to choice of appropriate practices and improve conditions for learners' stimulation for learning.

The results showed that the faculty members use largely indicator of ability to communicate. The results obtained from this research is consistent with Abidi (2008), Nagi (2007), Shah Vali (2003), Ahranberg and associates (2001) and Koumanin's (1989) researches. Effective education depends on using correct of communicational skills. Teachers cause learning student with use of their knowledge and application the skills of teaching and creation of good

environment. The properties of a professor can cause to facilitate process of education and even compensation the defects of books and deficiency of the educational facilities, or conversely, the best situation and subject of teaching with lack of ability in creation of a favorable communication change to an inactive and unattractive environment. In the process of educational communication, elements and frequency variables such as teacher, learner, the messages and environmental factors play a role. The communication in educational process is performance in form of exchange thoughts and information in a two way interaction between professor and student. The communications between student and professor cause increasing confidence and learning motivation in student. It is necessary educational teachers especially the professors of university become familiar with effective factors on communication to facilitate process of teaching - learning. Indeed, effective education depends on the teachers' communicational skills. A good professor is one that in addition observance of rules and teaching principles, observes the soul of unwritten rules, too (wisely manners and behavior, conscience, the lack of discrimination between students and educational justice, spending all energy on students' learning, to motivate and identity to students, attention to student's mental and psychological states and conditions with compassion and kindness and be incentive for students) in addition to reinforcement own, in scientific progress help to the student with their science and gains.

Finally, according to findings of the research, the faculty members use largely indicators of human relations. The results obtained from this research are consistent with the Miladgerdi (2009), Tale' Pasand (2008), Shang and Pagaris (2009), Sharifian (2007), and Stajkovich and Lowtance (2008) and Pintrich's (2002) researches.

According to consequences of indicators topic of human relations in universities, it is necessary to be prepared with compliance of points in direction rich of human relations, appropriate and favorable space of work and education for creation of cooperation and kindness between people. A good instructor will be understood with communicate with students and teacher. In summary, it should be said that a good professor is one that in addition observance of rules and teaching principles, observes the soul of unwritten rules, too (wisely manners and behavior, conscience, the lack of discrimination between students and educational justice, spending all energy on students' learning, to motivate and identity to students, attention to student's mental and psychological states and conditions with compassion and kindness and be incentive for students) in

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