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Study on the employees' motivation of Red Crescent Society in job innovation in Tehran

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Abstract

Introduction: Keeping pace with the advancement of technology, occurrences of accidents have also evolved and dealing with disasters requires innovative in facilities, thoughts and approach. The aim of this study is checking the employees' motivation of Red Crescent Society assessment in Tehran as one of the Humanitarian Relief Responder organizations in Tehran for innovation in their occupation.

Materials and Methods: The statistical population of this cross-sectional study included all the Red Crescent Society forces in Tehran. In this study, data collection was done by questionnaire. The questionnaire included six questions and by using standard methods in it, the rating of respondents was determined. In this questionnaire, the most points possible were 31, and the lowest were 7. Higher score indicates more motivation for innovative approaches in the job.

Results: The average of job innovation in study participants is higher than the average score of job innovation, which means 15. 59.6 percent of people had scores above average and most people had a high score. There was no significant difference between the scores of motivation in gender groups. No significant differences were observed between the scores of motivation in terms of education. Although a significant difference is observed between the scores of motivation in terms of background, and those with background less than ten years, had more motivation score (P=0.02). In addition, a significant difference is observed between the scores of motivation in terms of age and younger people have more motivation score (P=0.01). The results showed that the average score of motivation for innovation in the participants is higher than the average score and the majority of people had a score higher than average motivation.

Conclusion: The results showed that the average score of motivation for innovation in Red Crescent Society was higher than the average score and the majority of people had a score higher than average motivation.

Keywords: Innovation, Job, Motivation, Red Crescent

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Introduction

The family is the first and most important social About three-quarters of the world's people live in areas that have experienced at least one of the four major causes of death caused by crises in recent decades. In recent years, the occurrence of accidents and the number of injured people and the financial damages caused by them have increased significantly. In the last two decades, more than 1.5 million people around the world have lost their lives due to accidents, and in this way, on average, for every 3000 people at risk. One of them is killed.

Vulnerability to natural disasters is closely related to the development process; In such a way that in the absence of proper systems and order, the development process and components often lead to occurrence or aggravation of accidents, but at the same time balanced development effectively reduces the occurrence or damages and on the other hand keeps pace with the advancement of technology. , the manner of occurrence of accidents has also evolved and dealing with accidents requires innovation in facilities and thinking and methods of handling (1). Undoubtedly, in addition to accelerated and extensive changes in disaster preparedness and response, the workers of relief organizations are faced with extensive developments and changes at the domestic and international levels (2).

Therefore, ensuring the continuity of life and survival of organizations requires new solutions and methods of dealing with problems that depend on creativity and innovation in new methods, processes and products. In fact, in every organization, potential creativity and innovation.

They exist in their employees, but you should try to make them actual (2) and most importantly, the existing structures should allow the owners of creative projects to express themselves and use their abilities. Here, the role of the organization's managers is very important because the organization's managers can foster and encourage entrepreneurial activities in the organization by emphasizing innovation and creativity in the existing trends. Since the early 1980s, organizations have paid great attention to creativity and innovation in order to accelerate changes (3). Today, organizations must innovate to survive. Therefore, the best way is to encourage creative people to become entrepreneurs in the structure of the organization. This is done by allowing them to gain freedom of action and use different resources so that they can better pursue their goals (3). However, what is certain especially in relief organizations, the concept of innovation is recognized as a vital tool of empowerment for creating value and sustaining the competitive advantage of organizations in a highly changing environment with ever-increasing complexities. Organizations with more innovation power, in response they are more successful in changing environments and creating new capabilities that allow them to achieve better innovation (4).

The starting point of innovation is also highly dependent on the knowledge, expertise and commitment of human resources as the main inputs in the process of creating value and innovation. In our country, Iran, according to the reports of the Red Crescent Society, every year more than tens of thousands of road, mountain, sea, coastal, snow and blizzard, desert, lost, flood, inundation and earthquake rescue operations are carried out by the Red Crescent.

This number of operations and the number of survivors has increased by 20% compared to the same period.

Rescuers have saved the lives of 40,000 accident victims from certain death and saved the lives of more than 1,900 people from certain death, and the need for innovation and progress in these organizations is necessary due to the complexity of accidents and the advancement of technologies (5). The purpose of the present study is to evaluate the evaluation of the employees' motivation of the Red Crescent Society of Tehran Province to innovate in their jobs.

Materials and Methods

The statistical population of this descriptive-cross-sectional study includes all the headquarters forces of the Red Crescent Society of Tehran province in 2012. The sample size was determined as 107 people according to Kerjesi and Morgan's table.

The study subjects were selected by simple random sampling using a table of numbers, based on the recruitment list of the relevant center, and the questionnaire was distributed among them. This questionnaire measures the subjects' motivation for initiative and innovation in the job

and contains 6 questions, and in it, the respondents' points were determined using the standard method. In this questionnaire, the highest possible score will be 31, and the lowest will be 7. A higher score indicates a greater motivation for an innovative approach to work. What is measured in this questionnaire is a person's desire to create new and innovative ideas and methods for doing things. Cronbach's alpha of these five questions has been reported as 0.74 (6).

The analysis of the data obtained from the implementation of the questionnaire was presented in two sections, descriptive statistics and inferential statistics.

In the descriptive statistics section, using central tendency and dispersion indices, including mean, standard deviation, variance, and in inferential statistics, comparing data between groups according to age, sex, education, and service history, using the Mann-Whitney and Friedman test.

Results

Demographic information: 59.9% of the sample were male and 40.1% of the sample were female. 43% of people between 31-40 years old were the most frequent participants in the research and 4% of people were between 51-60 years old. 31.8 percent of people were between 41 and 50 years old and 23.8 percent were between 20 and 30 years old. 47% of the people participating in the research have a bachelor's degree and constitute the highest percentage of the people participating in the study, and 6.9% of the people participating in the research have a master's degree and higher and constitute the least number of people participating in the study. 23.5% of the participants in the study had a diploma and 22.8% of the people in this study had a post-diploma degree. 30.5 percent of people had a history between 6 and 10 years and had the highest frequency of people participating in the study, and respectively 19.5 percent of people had a history between 1 and 5 years, 18.2 percent of people between 21-25 years, 9 17.0% of people between 16 and 20 years old, 12.9% people between 11 and 15 years of experience and only 1% of people had more than 26 years of experience.

Table 1. The average score of career innovation among subjects

Variable	Mean	Standard deviation	Minimum	Maximum
Job Innovation	20.31	7.14	9	30

Table 2. Frequency distribution of career innovation score

Job satisfaction	The frequency	Percent
Score above 15	64	59.6
Score below 15	43	40.4

According to the table, 59.6 percent of people had a score above the average and the majority of people had a high score. No significant difference was observed between the motivation score in gender groups. There is no significant difference between the motivation score according to education. Although there is a significant difference between the motivation score according to experience, and people with less than ten years of experience had a higher motivation score (P=0.02). Also, there is a significant difference between the motivation score according to age, and people with younger age have a higher motivation score (*P*= 0.01).

Discussion

This reality should be accepted in aid organizations that human beings are the main factor of movement and transformation and the basis of economic development and increase of economic power of countries is in the shadow of attention to this strategic and sensitive resource. Therefore, the management of organizations should follow the evolutionary path of the

organization by properly employing human resources and trying to cultivate them as best as possible. Empowerment and development of the workers of relief centers makes them use all their capacity to achieve the mission of the institution. In order for this to happen, aid organizations must create opportunities for personal, professional and organizational excellence and identify factors that increase the motivation of employees in innovation and greater mobility (7). Although in the current study, the level of motivation of the employees of the population of Tehran province for innovation in the job was at a medium to high level, but in many studies related to the aid systems of the inappropriate motivation system, the knowledge gap of the operational employees regarding the selection of staff, educational problems, system problems Remuneration, the structure of relief teams, uncertain workload, unfairness of service compensation system have been proposed as sub-topics of organizational problems.

Conclusion

The results showed that the mean score of motivation for innovation in the participants in the study was higher than the average score and the majority of people had a higher than average score of motivation.

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