THE ROLE OF EDUCATION IN THE EMPOWERMENT

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Abstract:
In this paper, the process of education, including the concept, objectives and strategies of teaching massive government employees, are discussed. The concept, process and benefits of empowerment are discussed finally, the relationship between the education system and human resources, accounting and administration staff The role of education in development and empowerment will be examined.

Key word: Education, government, empowerment, empowerment benefits.

Introduction:
In today’s world of science is a rapidly growing need for knowledge and manpower to implement the science is very essential. Percentage of funds allocated to education organizations, is the investment in human resource development. This consideration is Training costs are far lower than the costs that organizations have annually due to lack of technical and professional knowledge and skills up to date, and are likely.

Goals, both small and large organizations from the qualified and competent personnel should be available. Primary, secondary and university military training knowledge and information to the community and serve the people effectively prepare, But the people who are employed by the organization, in addition to the information, education and professional knowledge and skills needed to be competent to perform the duties to obtain.

This training will help staff the technical knowledge and skills required to perform the tasks assigned to get fit. This training helps employees become more active and effective role to play in achieving organizational goals. (1).

Background, training and human resource development in the public sector at the beginning of the 21th century coincided with the formation of the solar system, the first rule of business back. (Employment Act. year: 1992). Develop staff knowledge and skills appropriate to the organization’s mission and purpose of their job duties during training on the administrative system of the country; attention and emphasis is placed. In other words, one of the main missions of education systems in organizations, high skill and knowledge of human resource needs and filling them is a shortage of skills and knowledge the nature of coordination between formal education and the qualifications required by the labor market and the practice.(2).

Concept Learning
Activity that serves the purpose of education and training is growing. Education and Training is a training tool. (3)

Education Goals
1 - Develop self
2 - Cognitive Development
3 - Personality development
4 - Establishment of continuous learning
5 - Using knowledge for improved service and community
6 - Value growth of students
7 - Preparing for change
8 - to learn about different cultures. (4).

Michael Liubov the need for investment in education, writes in his book:

Development staff for your investment, if you are not ready for higher job responsibilities, promotion from within the organization is catastrophic. Organizations that have dedicated staff in the education and continuous training and development of their investment.

1 - increase the effectiveness of public service delivery through the development of knowledge and skills in business ventures.
2 - improve the surface quality of human capital through the public sector's ability to increase knowledge and skills of government employees.
3 - Increase the level of belief in Islamic values, personnel and managers.
4 - Development of public awareness of the social and cultural aspects of government employees.
5 - Enabling effective development and management roles to perform administrative tasks.
6 - Preparing for the employees of the knowledge, skills and professional competencies for promotion to a higher job level.
7 - Development of Islamic ethics and organizational culture based on human values and human dignity and human relations.
8 - Updating and upgrading of knowledge, skills and insight into employee attitudes and spiritual. (5).

Teaching strategies for government employees:

1 - Create a strategic vision of empowerment and human resource development programs and align with organizational strategic objectives.
2 - Integration and interaction between elements of the educational process as a process approach - interactive.
3 - The balance between teaching and learning programs and opportunities for job training and organizational needs and avoid unnecessary training.
4 - Self-motivation and the development of spiritual, self-control skills and knowledge of staff.
5 - Promotion of managers believes the empowerment and promotion of human capital through education.
6 - To increase the effectiveness of teaching and learning programs and opportunities at various levels.
7 - Using resources and capacity within the organization and provision of educational services.
8 - Application of national and international standards in management and leadership training process.
9 - Use approaches models, methods and new technology to manage the implementation and evaluation of training.
10 - To delegate authority to the executive management education based on their operational capabilities.
11 - Focus on short-term training and practical approach.
12 - Monitoring the activities of executive agencies and to obtain feedback from the practice of education (5)

Training process:

1 - Educational policy.
2 - Designing and Planning Education.
3 - Run training.
4 - Monitoring and evaluation of training.

This process is based on scientific principles and theoretical models of teaching staff and the conditions governing administrative units have been defined. In addition to the role of each of the
institutions in the training of government employees (Management Development Assistance Committee of the Strategic Training Devices, devices, training courses, training centers and agencies) is also specified.

Educational policies in the education sector policy, assessment and short-term plans, in the medium-term strategic planning training, Administrative and operational facilities and logistics education and training in the implementation and monitoring and assess the effectiveness of the monitoring and evaluation of teaching is learning.(2).

The concept of employee empowerment most managers think they are familiar with the concept of empowerment, while only few of them are familiar with the concept and function. If you ask 100 people about the meaning of empowerment may be faced with 100 different answers. There is a common misconception about the empowerment of at least 5 which is as follows.

1 - Empowerment as an organizational development strategy with the political / social is confused. As a result, organizations of power, rather than the wrong idea based on competence, focus.
2 - Empowerment is often viewed as a new name for something that exists, that is, as something that is not really new.
3 - Empowerment as an adaptation of the traditional management control pattern is seen.
4 - Enabling devices to be confused with its objectives. (6).

Potential use of human resources is a big advantage for any organization. Enable new ways to survive in a competitive environment is leading organizations productivity in the organization. (7)

Empowerment is a multifaceted process, the emergence of structural, relational and psychological organization, so that the loss of the mental model of a flexible and dynamic. Motivating employees in performing their duties picks up in the aftermath, manner that will promote increased productivity in organizations.

If the concept of empowering employees to accept a scope far broader conceptual and operational capacity of the conceptual and practical field training. In other words, education can be considered as one of the forms or methods of empowerment and Other funds in other ways it should be even larger systems, human resources and other corporate systems, Organizational structures, systems, evaluation systems, compensation and incentive system, the system of promotion and appointment system offers creativity and productivity of ... Search.(8).

Vtmn and Cameron (1998) Empowerment as a means to empower its employees. This means that we can help them to strengthen their sense of self-confidence, and failure or inability to cope with emotions and activities to give them energy and intrinsic motivation.

They have pointed out that empowerment is not just delegate power to employees. Although the power of empowerment implies the ability to do things, but one thing is for power and empowerment. People can have power and do not have time. Although a person can give to another power, but one must be receptive for him. If you cannot enable me, if you can only provide the conditions under which conditions can empower your organization.

<table>
<thead>
<tr>
<th>TABLE1: difference between power and empowerment</th>
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Power | Capability
---|---
Source outside the individual. | Source within the individual
A small number of people have it complete. | Anyone can have it complete.
Power to coerce others to do what you want. | Having the power to persuade others to do what you want.
Get more on what they do not affect others. | Further information is required from another person.
Leads to competition. | Cooperation leads to

Table difference between power and empowerment (9).

Advantages competent manpower:

- Empowering employees to customers while providing quick and timely responses are.
- Enabling people to return to dissatisfied customers during service and quick response time are.
- Employees are empowered to feel better about themselves and their jobs.
- Employees, customers able to communicate warmth and open arms.
- Empowerment of employees can be a great source of ideas and services(9).

Employee empowerment process:

A traditional organization, typically defined forces at work that they do and do not have any questions. While today’s organizations, employees need to be able to participate in management decisions and to find new ways for organizational problems, be creative and be held accountable for their work.

In a strong, successful manager who has an idea and the ability to manage staff and pushing them towards the common idea that such conditions may offer a way for increase staff efficiency while keeping their number constant and this is the way to empower employees.

Obviously, that means sharing the responsibility not to abandon the responsibility. Thus enabling people to not make the other person lose their job, person rather than just another job and be guided control, such as the employees, staff and other infrastructure, such as a link between other acts.

In the table below, the change in the empowerment of employees in an organization is depicted.

Table2: change in the empowerment of employees
Before the transformation | After the transformation

| Disability | Capabilities |
| Waiting for the command | Of action |
| Doing things right (efficiency) | Doing the right things (effectiveness) |
| Being passive | Creativity and innovation |
| Quantity | Quantity and quality |
| Director is responsible for | All responsibility |
| Switching to another neck down | Problem solving |
| Else throw | |
| Content | Process and transformation |

So powerful a force is very small as and change management expertise, relationships and people accepted responsibility for their actions, which relies on the lofty ideals they share their organization. (10).

**Human resources system and its relationship with the Employees State Education System**

![Diagram](Diagram.png)

In the figure shown, one of the important issues in the management of the civil service law emphasizes communicate and interact meaningfully communicate with the human resources system.
has thread training and employee empowerment. In relation to the horizontal, vertical align words between training and other human resource clearly and comprehensively defined and is subject to and education in all aspects and components of administrative and staffing affect(2).

Conclusions:

According to human resources in organizations in recent years a large part of the funds allocated to organizations, at this time, managers can manage their clerk to be much knowledge about development and human resources have been invested to ensure the success of your organization. Of the administrative system, the issue of empowerment in policy development and program administration and management of the civil service should be considered. In this paper the role of education in empowering human resource administration systems to Iran.

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