

A Research to Determine Local Governors Motivating Behaviour Their Employees

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Expensive Summary

Introduction

Rapid changes in society both in the private and public sector organisations to adapt to this change brings the necessity. New public management based on market principles and individual satisfaction with result-oriented and flexible management approach has been adopted. Bureaucratic, which leads to a waste of resources as a service instead of public service, business and management in the form of parallel to that of perception and success criteria to be a fundamental change in the understanding of the public service highlights.

Which is one of the most important tasks of management, organizational effectiveness, employee motivation towards organizational goals requires. Because, each employee in the organisation, are willing to fulfill the task unless you assigned to the managerial activity is not able to get the result. At this point, this request is to encourage the role of motivation to intensify (Vural, 2005:107).

There is a positive relationship between motivation and success; motivation increases the success of employees on large extent (Erdoğan, 1994). In the private sector that are used to improve productivity in the public sector the use of the means of motivation, which is available at the unwieldy structure of the correction adverse public institutions is extremely important. In this study, in view of motivated behavior are determined by the public officials are expected to contribute to the elimination of the problems encountered in applications related to the topic.

Methodology

In this research, civil service in public administration officials how motivated their employees to measure that they, and by determining the factors that influence motivation in this context, is intended to make recommendations for improving organizational effectiveness. The population of this study are governors who are serving actively in all districts in 81 provinces of Turkey. The full count was made in the survey

and data collection the questionnaire was developed as a tool which, through the Governor's Office, the district governor has been sent to all. The survey sent to 900 the governor, has returned 524. In this sense, the rate of return of 52%.

In the survey, the local administrative authority for measurement of the motivation of the behavior, with some changes on the scale developed by Okan Erol has been used. After changes are posted, conducted a preliminary test of the questionnaire. Pre-test demonstrating the reliability of the questionnaire cronbach's Alpha coefficient has been identified as 0, 627. With the removal of the scale from the lower 8 expression, reliability, 0, 845% will go up to 8, It is seen that the expression for the scale and the questionnaire was removed from the final shape has been given to and implementation has started.

Findings And Interpretations

The 32 expression of motivation in the form of the questionnaire, how many dimensions can be examined in, and scale factor in order to determine their relationship with the items, explanatory factor analysis was applied. 6 dimensions has been discovered by using Varimax transformation over 1. These 6 factors explains the total variance of 57,228%.

The governor surveyed concerning socio-demographic data are presented in Table 3. The managers % 97,7% males and 2.3% are female. The managers of 47% In the age range of 31-40 % 22,9% 41-51% 19,2% in the age range 20-30 is located.

Executives surveyed % 65,1% at the undergraduate level, 32% graduate and 2.9% have received training at the doctoral level. When it comes to marital status of managers 86,9% of the proportion are married. Years of service are examined, in the first line, a 26.5% with 6-10 years, while %22,9% compared to 1-5 years in second place. %24,8 per cent of executives surveyed in the Central Anatolia, and 18.3% Black Sea region and % 18.1% in the Marmara region. According to Table 4, with the highest average 4,50 expressions of the employees participated with “the opinions and suggestions of his subordinates, working ustlerinc heeded their enthusiasm whip” and “motivation in the context of a rewarding action, which is a basic leadership principle must be in accordance with the principle of fair and equitable treatment for everyone” statements. With these statements, themanagers believe that, the success of the organization to subordinates to ensure organizational goals and in the values of asthma, institutional decision-making process of employees to participate in creating the necessary environment for the implementation of the transfer of powers that can satisfy the need for respect and recognition that would be beneficial can be expressed.

With the lowest average of Governors participated phrases, 1,60 average “managers do not have a duty to motivate their subordinates,” and 1,70 average “promotion opportunities from level to management mostly for the benefit of people close to other expressions does not affect the motivation of staff”.

According to the testimony of executives average, promotion opportunities, mostly to the benefit of people close to management level influence the motivation of the subordinates of asthma, personal problems (family, financial, spiritual, etc. issues) is an event that should attend managers, managers need to motivate their subordinates in the organization with the motivation and think that there is a relationship between the adequacy of communication channels that can be said.

In these results, the local administrative authority is increased in order to increase efficiency and effectiveness of employee motivation in the public sector is imperative if thinking applied to the development of tools that they can use all their powers within the motivational benefits can be interpreted as they believed in. The governor who also participated in the research of motivation of participation in decisions within the scope of public sector employees, the creation of a fair reward and penalty system, the job that make it attractive physical and social environment, the creation of bi-directional communication system, The establishment of social motivation, such as making tools and subordinates managerial and consulting authorization at the point of use might turn out to be mostly in agreement.

Conclusions And Recommendations

As a result of the research, the majority of the local administrative authority, and all of the tools that are necessary to motivate employees motivational at this point because it would be useful to use have been identified. One of the research findings in the working of the local administrative authority within the institution that there are differences in the elimination of social and personal need. In the employment of public servants who work in the eastern region from a geographical perspective the principles of merit and competence be ignored, tribalism, lack of confidence, gives rise to differences in motivated behavior and political preferences of public employees. In this context, a professional management approach in public institutions in the eastern region in accordance with the principles of personnel selection policies must be created. Also another issue to be considered in the context of personal and social motivation of public employees in the region to provide more and more motivated by meeting the needs for efficient public services can be provided. Trust within the institution, which is also a significant motivation factor, elimination of the problem of ensuring an environment of ethnic origin, with the idea that could work on this issue is required.

Another emerging research findings also different you are thinking about the feedback of the local administrative authority and fairness. Getting positive feedback by the manager, in other words, to be appreciated for the employees is very important. Enough of the material is not available in the public sector where managers motivator to the employees doing the work is positive as a result of to thank, to give commendation, employee of the month selection, it would be appropriate to motivate employees by using tools as motivation. Furthermore, if the employees think that their working is beneficial to business or public, their motivation will increase. Therefore, it is important that the managers of the employees of the work in the public sector and their employees make them feel important motivational pleasure to work with one of the tools that can be used.

One of the most important issues that cause negative motivation of employees in the public sector is the subject of the subjective evaluation. Taking into account the personality and mindset of the administrators running the assessment, reduce the motivation of the employees have merit. Therefore, a system should be established to evaluate the performance of employees only appropriate and objective criteria.