



Investigate the Effect of Services Compensation System on Employee Performance in Forensic of Kohgiluyeh and Boyerahmad Province.

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ABSTRACT

The aim of this study is investigate the effect of services compensation system on employee performance in Forensic of Kohgiluyeh and Boyerahmad province. In present research independent variables are services compensation system, salary and benefits, incentive payment, annual salaries increase, provision of services and additional payments and donation and various facilities and dependent variable is employee's performance. This study based on objective is correlational and descriptive. The population of the study consisted of all employees of forensic in Kohgiluyeh and Boyerahmad province which 41 persons were selected as the subjects of the study. With regard to the limitation of studied community, used the census method. Data collection is in the form of documentary and field. In this research, questionnaire was used as a data collection tool. For analyzing data is used descriptive and inferential statistics by using the SPSS software. In order to evaluate the validity of the data achieved through instrument (questionnaire) readers, advisors, and experts. The internal reliability of the items was verified by computing the Cronbach's alpha. Research findings are as follows: Services compensation system has a significant impact on employee performance; Salary and benefits has a significant impact on employee performance; Incentive payment has a significant impact on employee performance; Annual salaries increase has a significant impact on employee performance; Provision of services and additional payments has a significant impact on employee performance and finally donation and various facilities has a significant impact on employee performance.

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INTRODUCTION

Introduction and Problem Statement

The mission of management and main objective of managers on the organization is effective and efficient use of various resources Such as labor, capital, materials, energy and information. In line with this mission, efficient use of human resources (human resources performance) have a particular importance because unlike other resources, human has wisdom and discretion and manager cannot easily use them. More importantly, Human resources is not only an organizational resource but is only factor that takes other factors.

In human resources must always emphasis on increase of the job efficiency and attempting to examine the factors influencing on efficiency and human performance, but one of the major problems in modern organizations is the poor performance of human resources in organizations. Poor performance have a negative effects on leadership and organization employees that is unpleasant for both leadership and employees. Unfortunately, current

knowledge about how to deal with poor performance of employees is minimal. It is obvious that poor performance of employees should be corrected and leads to increasing employee efficiency and effectiveness of organization (Alvani et al, 1999).

The services compensation system in payments is beyond the concept of salary payment system. In actual, services compensation received to any value that employer or organization pay to employees for work in organization. The most important and most sensitive areas in human resource management is related to services compensation system and objectives of an organization from designing the services compensation system is maintaining the appropriate specialist forces and increasing the job motivation of human resources (Memarzadeh, 1999).

On the other hand, the employee's performance include complex dimensions of instincts, natural, social and economic culture that reflects the spiritual and material aspects of the organization (Alvani, 1999).

In fact, widespread and rapid environmental changes in organizational activity provided the requisites in the field of