

# **The relationship between quality and productivity of labor compensation system (Case Study: National Bank branches in Gilan Province)**

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**Abstract** One of the tasks of human resource management is the compensation system. Administrators can use compensation system to monitor and affect the behavior of organizations persons. Suitable compensation system could lead to attracting and retaining and developing human resources. for this purpose , compensation system must be incentive. Also what makes organizations survival is observing the principles and practices in the correct way which the organizations on the competitive environment bound to focus on efficiency and implementation it. Efficiency derived two words, performance means doing things right and effectiveness means doing the right things. You may not be able to achieve efficiency consider certain levels and ceiling , However Something which is important to us Achieve optimality point in doing and organizational tasks. This study aimed to identify the relationship between increase in the compensation system quality and efficiency of labor in branches of National Bank of Gilan Province. Initial question in this research was developed in this way : What is the relationship between the increase in the compensation system quality and efficiency of labor? Thus, the field work for the study started by distributing questionnaires in population Which includes all National Bank employees were in Gilan province and ended by collecting it. Finally, in order to analyze the data used t-test with paired sample and Pearson's correlation coefficient with the help of SPSS software. The results of the analysis confirmed that all four study is hypothesis. As a result, it can be said organizational efficiency of and effectiveness is complex and multi-dimensional phenomenon and are influenced by various factors. So institutionalized in organizations, especially government agencies in Iran requires a systematic , Realistic and long-term approach and partial approaches, short-term and temporary work would not be useful. Taking

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into account factors that were examined in this study and considering the strengths and shortcomings of these factors Can greatly clear the path of the National Bank of Iran to the efficiency .

**Keywords : Keywords: human resource management, Human Resource productivity, compensation system, the National Bank of Gilan**

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