

## EXAMINE THE RELATIONSHIP BETWEEN JOB SECURITY AND EMPLOYEE CREATIVITY IN ZAHEDAN UNIVERSITY OF MEDICAL SCIENCES

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***Abstract:** Job security is a major concern for today's organizations, especially organizations staff medical personnel. Sense of job security in the workplace can have a significant influence on employee creativity recovery. However, creativity is the full utilization of mental abilities to create a new concept or idea or solution. Study, the duration of the study period, the results of this study, the application, and the aim of the study is descriptive case study. The research population consisted of all government employees, contract and contract high school graduates and higher, working in the headquarters of the University of Medical Sciences and school of the university in the city of zahedan. Based on a sample size of 291 patients was determined Morgan of 1135 students study findings showed that the variable job security plays a significant relationship with the creative component of job security, less shift work, focusing on career choice?*

***Keywords:** Job Security, Job Creation, Zahedan University of Medical Sciences*

### INTRODUCTION

The importance of human resources and strategic role in organization prosperity is not a topic need to emphasis and dissect. in organizational space, job security is one of the issues that keep organization employees engaged and part of intellectual mental energy of the organization is related to this topic. to reach to an appropriate level of security, the employees intellectual and mental energy and power is in the hands of organization with their full consent and the organization is less stressed by human. (STERON, 2010). when the job security topic arises, formalization topic and rights and benefits call in the minds, while in today world job security is not depends on formalization and lifetime employment. But employees empowerment (it means more responsibility of the employees for better performance of organization, that is by development and extension of influence on people or teams ability that help performance to empowerment and continuous recovery) is the

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job security axis. today, to going out from the loss challenge of employees job security, the organization should think about the new methods to increase employees loyalty and guarantee (HASANPOOR *et al.* 1390) creativity consists widespread and leap changes in humans thought and idea, so that it has an ability in the combination of the previous factors by new methods and in other words creativity consists minds abilities perfect utilization for creating an idea or solution or new concept toward the creative person. creativity is an introduction to rise talents and taste and is always open for all the humans. it is important to know yourself and move toward this window. on the other hand, unpredictability of the affairs process and future changes that is the most important feature according to some authors, increases necessity of attention to creativity specially in organizations managers. (ESMAEELI, 2011). managers have an important role in increasing efficiency and emerging and training creativity between organization employees, by recognition the factors and the conditions that cause personal creativity. (KHEZRI, 2002). creativity needs a suitable space to make an appropriate composition of different factors in specific conditions for reaching to a special purpose. in long -term, the most successful companies are those that their managers have a special consideration to instruct human forces and to increase their own employees skill and to obtain motivation for better performance, maintaining quality standards and creating a space for growing the employees creativities of the organization. (MOTAVASELI, 1998). also the managers condition in organizational space effects on creativity levels, therefore the managers should in addition to intention to personal skills attend to a suitable environment for developing the creativity, too. (NESHAT, 2011). a sense of job security in work place can have an important role in recovery process of the performance and the employee creativities. therefore since job security is one of the important concerns of today organizations employees specially medical and service organization could not use job security in new concepts, they cannot achieve to performance, effectiveness and required creativity by the employees suitable job security. because job insecurity prevent employees empowerment of the technical aspects, practical bold, learning experience, job satisfaction, work conscience, promotion opportunities and the result is that technical and social expectations is not fulfilled. (SAGHAIYAN, 2011). the human resources that are the most significant resources in developing innovation in an organization. believing in all levels that organization survival and competitiveness and affect and success in today competition and internal and international complicated world is subjected to creativity and general innovation and all the forces should active in organization to create an innovation and creativity. to make and continue innovation and efflorescence in organization should make the employees and to have a habit to think. because creativity is created by thinking. when thinking and notion become a daily habit in direction to assignment and organization goals. then all of the employees follow efflorescence and promoting the related organization. this

thinking is penetrated as a culture in several levels of organization and have a total and permanent effect on the performance of organization guideline this project researchers try to answer to this question that if job security with employees creativity in medical science university in ZAHEDAN has a significant relationship or no.

## **RESEARCH LITERATURE**

### **Job Security**

Job security means that a person can hold yourself and his/her unemployed probability was very low. this important issue depends on economical factors, commercial position and their personal skills. job security is according to economic cycle, such that it is increased in economic prosperity and is decreased in records. there are several definition about job security that is referred to a number of them in the following

1. Sense of job security is a sense of relative relief of risk or a case in which requirements satisfaction and specific demands are realized. (SHAKERINIA, 1997).
2. Job security is required to ability in holding what a person has and is reaching to ensure of subsistence ability in the future. (KAMANI, 2000).
3. Job security is a series of senses and perceptions related to having a suitable job and trust in continuation in the future and also sense or threaten factors perceptions (ARABI, 1378).
4. Job security means employment continuous right that is usually continued until retirement time. (KAMANI, 2000).
5. sense of job security is said to a state that the resultant of the persons assessment conduct to this result that a specific factor don't treat his/her job security and he/she can trusted to his/her own job continuance at present or in the future. (ARABI AND THE OTHERS, 1999).
6. Job security consists a sense of having a suitable job and trust in its continuance in the future and loss of conditions threaten factors that is suitable in the job. in other words, job security is person's employment relationship assurance with an organization. (ALVANI, 2000)

### **Creativity**

Like any other theoretical and human concepts, creativity definition is also depended to authors personal and school tendencies and conclusions that sounds similar in general. to prevent of prolonged discussions, in the following is mentioned summary definitions of some celebrities in research field and scientific creating resources.

1. Description culture of the psychological terms “creative thinking is a kind of thinking that its main feature is an ability to discard unnecessary assumptions and is created by original thoughts. (AMABIL, 2011).
2. STIFEN RABEANS (1991): creativity means a compound of ideas in a particular.
3. STEAN & HANSON & HARDING (1962): creativity is that same thing that is resulted to creating a new work to accept by a significant group as a helpful, defensible, satisfying thing.
4. MEDNIC (1962): creativity consists organizing elements to the new compounds that reply to special demands or in such away are useful.
5. FAX (1944): creative process is said to every kind of thinking process that solves the problem through useful and original
6. LUTANES (1992): creativity is making a compilation of thoughts and persons or group approaches in a new method. (ANVARI, 2: 2007).

FRANKEN (2005): creativity is a making approach or recognizing the ideas or probabilities that is useful in human relations and entertain themselves and others.

He added that to be creative, persons should be able to look at problems from a new view to create new alternatives and probabilities. (GHANBARI, 2010).

## **RESEARCH HYPOTHESIS**

### **Main Hypothesis**

There is a significant relation between job security and the employee’s creativity level university of medical science in ZAHEDAN.

### **Secondry Hyothesis**

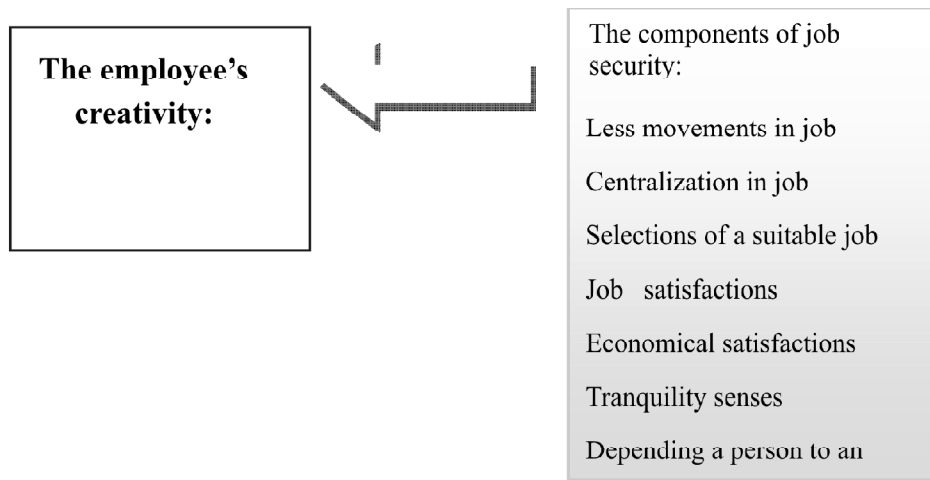
1. There is a significant relation between the less movements in job and the employee’s creativity level university of medical science in ZAHEDAN.
2. There is a significant relation between centralization in job by persons and the employee’s creativity level university of medical science in ZAHEDAN.
3. There is a significant relation between the selections of a suitable job and the employee’s creativity level university of medical science in ZAHEDAN.
4. There is a significant relation between job satisfactions and the employee’s creativity level university of medical science in ZAHEDAN.
5. There is a significant relation between economical satisfactions and the employee’s creativity level university of medical science in ZAHEDAN.
6. There is a significant relation between tranquility senses and the employee’s creativity level university of medical science in ZAHEDAN.

7. There is a significant relation between depending a person to an organization and the employee's creativity level university of medical science in ZAHEDAN.

The concept model is in the following picture.

In this research, person's creativity is as a dependent variable. Independent variables consist of job security components. (Less movement in job, centralization on the job, selection of suitable job satisfactory, economical satisfaction. Peace sense and depending a person to an organization.

**Picture 1: A concept model of the research based on BAFRANI s job security model**



## RESEARCH METHOD

Present research is separated in terms of the time of doing the project, is application in terms of the results, is descriptive in terms of purpose and is a kind of the case study. Statistic community of the present research consists of all the official, contract, conventional employees that have diploma education evidence or upper. they are working in headquarter area in ZAHEDAN medical science university and the colleges that are subsidiary of this university in ZAHEDAN. In the model content 291 numbers are selected based on GORGEY & MORGAN table between 1150 persons to describe the respondent views of questionnaire. The mentioned questionnaire is prepared according to BAFRANI job security model in 1387. This questionnaire consist three sections. the first section of this questionnaire consists of a brief explanation of questionnaire and its manner of completion to create the responders more clarity. the second section consists of personal information that have the responders demographics questions. the third section consists the questions that are related to study relation between job security and employees creativity to measure the present questionnaire perpetuity, Cronbach method is

used that has been confirmed. for analyzing the data, Pearson inference test is used.

## FINDINGS

### Secondry Hypothesis

- ☑ First hypothesis: There is a significant relation between the less movements in job and the employee's creativity level university of medical science in ZAHEDAN.

**Table 1**  
The results of Pearson descriptive statistic correlation coefficient less movement and creativity level

<i>sig</i>	<i>r</i>	<i>S.D</i>	<i>Mean</i>	<i>N</i>	<i>variables</i>
0.008	0.791	1.62	11.46	291	Less movement in job Creativity level
		4.72	103.27	291	

The findings of table 1 shows that the tests response in minor component, less movement in job has Mean 11. 46 and S. D 1. 62 and in main component, creativity level has mean 103. 27 and S. D 4. 72. The result of the top table shows that correlation coefficient between less movement and Creativity level is equal with  $r=0.791$  and ( $<p0.01$ ) that is meaningful in 99 percent of confidence level.

- ☑ Second hypothesis: There is a significant relation between centralization in job by persons and the employee's creativity level university of medical science in ZAHEDAN

**Table 2**  
The results of Pearson descriptive statistic correlation coefficient centralization in job and creativity level

<i>sig</i>	<i>r</i>	<i>S.D</i>	<i>Mean</i>	<i>N</i>	<i>variables</i>
0.002	0.481	1.15	12.31	291	centralization in job Creativity level
		4.72	103.27	291	

The findings of table 2 shows that the tests response in minor component, centralization in job has Mean 12. 31 and S. D 1. 15 and in main component, creativity level has mean 103. 27 and S. D 4. 72. The result of the top table shows that correlation coefficient between centralization in job and Creativity level is equal with  $r=0.481$  and ( $<p0.01$ ) that is meaningful in 99 percent of confidence level.

The Third Hypothesis: There is a significant relation between the selections of a suitable job and the employee's creativity level university of medical science in ZAHEDAN.

**Table 3**  
The results of Pearson descriptive statistic correlation coefficient selections of a suitable job and creativity level

<i>sig</i>	<i>r</i>	<i>S.D</i>	<i>Mean</i>	<i>N</i>	<i>variables</i>
0.004	0.287	1.4	13.01	291	selections of a suitable job
		4.72	103.27	291	Creativity level

The findings of table 3 shows that the tests response in minor component, selections of a suitable job has Mean 13. 01 and S. D 1. 40 and in main component, creativity level has mean 103. 27 and S. D 4. 72. The result of the top table shows that correlation coefficient between selections of a suitable job and Creativity level is equal with  $r=0.287$  and ( $<p0.01$ ) that is meaningful in 99 percent of confidence level.

The Fourth Hypothesis: There is a significant relation between job satisfactions and the employee's creativity level university of medical science in ZAHEDAN.

**Table 4**  
The results of Pearson descriptive statistic correlation coefficient job satisfactions and creativity level

<i>sig</i>	<i>r</i>	<i>S.D</i>	<i>Mean</i>	<i>N</i>	<i>variables</i>
0.009	0.385	3.52	13.65	291	job satisfactions
		4.72	103.27	291	Creativity level

The findings of table 4 shows that the tests response in minor component, job satisfactions has Mean 13. 65 and S. D 3. 52 and in main component, creativity level has mean 103. 27 and S. D 4. 72. The result of the top table shows that correlation coefficient between job satisfactions and Creativity level is equal with  $r=0.385$  and ( $<p0.01$ ) that is meaningful in 99 percent of confidence level.

The Fifth Hypothesis: There is a significant relation between economical satisfactions and the employee's creativity level university of medical science in ZAHEDAN.

**Table 5**  
The results of Pearson descriptive statistic correlation coefficient economical satisfactions and creativity level

<i>sig</i>	<i>r</i>	<i>S.D</i>	<i>Mean</i>	<i>N</i>	<i>variables</i>
0.001	0.571	3.79	9.38	291	economical satisfactions
		4.72	103.27	291	Creativity level

The findings of table 5 shows that the tests response in minor component, economical satisfactions has Mean 9. 37 and S. D 3. 79 and in main component, creativity level has mean 103. 27 and S. D 4. 72. The result of the top table shows that correlation coefficient between economical satisfactions and Creativity level is equal with  $r=0. 571$  and ( $<p0. 01$ ) that is meaningful in 99 percent of confidence level.

The Sixth Hypothesis: There is a significant relation between tranquility senses and the employee's creativity level university of medical science in ZAHEDAN.

**Table 6**  
The results of Pearson descriptive statistic correlation coefficient e tranquility senses and creativity level

<i>sig</i>	<i>r</i>	<i>S.D</i>	<i>Mean</i>	<i>N</i>	<i>variables</i>
0.028	0.089	4.37	6.91	291	tranquility senses
		4.72	103.27	291	Creativity level

The findings of table 6 shows that the tests response in minor component, tranquility senses has Mean 6. 91 and S. D 4. 37 and in main component, creativity level has mean 103. 27 and S. D 4. 72. The result of the top table shows that correlation coefficient between tranquility senses and Creativity level is equal with  $r=0. 571$  and ( $<p0. 01$ ) that isn't meaningful in 99 percent of confidence level.

The Seventh Hypothesis: There is a significant relation between depending a person to an organization and the employee's creativity level university of medical science in ZAHEDAN.

**Table 7**  
The results of Pearson descriptive statistic correlation coefficient depending a person to an organization and creativity level

<i>sig</i>	<i>r</i>	<i>S.D</i>	<i>Mean</i>	<i>N</i>	<i>variables</i>
0.012	0.014	2.88	5.14	291	depending a person to an organization
		4.72	103.27	291	Creativity level

The findings of table 7 shows that the tests response in minor component, depending a person to an organization has Mean 5. 14 and S. D 2. 88 and in main component, creativity level has mean 103. 27 and S. D 4. 72. The result of the top table shows that correlation coefficient between depending a person to an organization and Creativity level is equal with  $r=0. 014$  and ( $p>0. 01$ ) that isn't meaningful in 99 percent of confidence level.

The Main Hypothesis: There is a significant relation between job security and the employee's creativity level university of medical science in ZAHEDAN.



**Table 8**  
**The results of Pearson descriptive statistic correlation coefficient de job security and creativity level**

<i>sig</i>	<i>r</i>	<i>S.D</i>	<i>Mean</i>	<i>N</i>	<i>variables</i>
0.0091	0.374	2.67	71.86	291	job security
		4.72	103.27	291	Creativity level

The result of top table shows that correlation coefficient of job security is meaningful with creativity level equal with  $r=0.374$  and ( $p<0.01$ ) that is in peace Level.

### DEDUCTION AND SUGGESTION

<i>Suggestion according to the hypothesis</i>	<i>Accept or refuse</i>	<i>hypothesis</i>	<i>row</i>
The managers can use of long time work contract to create employees confidence toward the organization.	accept	There is a significant relation between job security and the employee's creativity level university of medical science in ZAHEDAN.	1
The managers can create a possession sense for the employee toward the job to appeal to creativity for doing a better work by making confidence for the employees that they can stay on their work.	accept	There is a significant relation between the less movements in job and the employee's creativity level university of medical science in ZAHEDAN.	2
The managers can use of the employees that have upper creativity level in sensitive and key level that need to immediate decisions adopting and appear better function.	accept	There is a significant relation between centralization in job by persons and the employee's creativity level university of medical science in ZAHEDAN.	3
Managers can give jobs to the employees that are suitable for their conditions whether physically or science view to increase the employees endavor level for reaching to new and creative solutions, by creating emotional relation between both of them	accept	There is a significant relation between the selections of a suitable job and the employee's creativity level university of medical science in ZAHEDAN.	4
Managers of pleasant organization can increase creativity and innovation level of the organization by promoting the employee job satisfaction and gait effectively in leading the high goals.	accept	There is a significant relation between job satisfactions and the employee's creativity level university of medical science in ZAHEDAN.	5
Though there was not provable statistic relation between peace level and creativity .but increasing the peace sense in employees impress on efficiency.	accept	There is a significant relation between economical satisfactions and the employee's creativity level university of medical science in ZAHEDAN.	6
Economical satisfaction cause the employee to try creating for innovating the new methods in doing the job instruction .therefore managers should have double struggle to improve rights and benefits situation	Refuse	There is a significant relation between tranquility senses and the employee's creativity level university of medical science in ZAHEDAN.	7
This hypothesis as a flip for decision makers of the proper organization shows that the managers should not only be sufficient to the employee dependence to organization so that create high goals and for promoting the employee creativity level use scientific methods.	Refuse	There is a significant relation between depending a person to an organization and the employee's creativity level university of medical science in ZAHEDAN.	8

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