INFORMATION TECHNOLOGY AND ITS IMPACT ON JOB BEHAVIOR

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Abstract

Staff has been considered as the most important source, so organizational behavior has become increasingly very important. To understand organizational behavior are essential to identify effective trends on organizational behavior and how impact of these trends on employees. One of the main factors and trends affecting is information technology that affect organizational behavior. One of the effective ways to achieve the organization's goals is to attract job behavior of employees and understanding of their needs. In this paper review information technology and its impact on job behavior and finally is presented model research.

**Keywords:** Information Technology, Job Behavior, Organizations

1. Introduction

Nowadays the importance of information is considered both as an important source of tactical and strategic in organization and is known as a major source for added value. Information introduced always as a competitive advantage in the business environment (Imani & et al, 2011). So that many of organization operations, such as: decision making, forecasting and business analysis depends on this information (Ahmadi & et al, 2012). Organizations know information technology\(^1\) as a tool that helps to people to raise their performance and adapt with changes. But because these organizations make more efficient and more effective performance of their employees in terms of educational level and professional should encourage their employees to use their technology aligned with the rapidly changing technology. Related research also shows that using information technology provides better and faster possibility of achieving to information and lead to the development of human resources through saving time, money and to push manpower to useful activities. In many studies related to information technology user is certified that this technology helps additional growth across the organization (Khalatbari & et al, 2010).IT applications have an impact on behaviors of social, economic, cultural and political so that carefully can observe changes. Today, it is suggested that the nature of the business changes significantly. Such changes require new managers, human resources and labor relations. With proper management and use of information technology can be provided increasing corporate social responsibility, their accountability to their surrounding

\(^1\) IT
environment, flexibility quickly to market needs and create working groups with expertise and efficiency. Today organizations consider information technology as strategic resource, basic access to competitive advantage, and effective weapon to break the competitors for organizations (Bozorgi, 2012). Organizations today have been challenged by the new business environment with high uncertainty and many changes. Many of trends encourage significantly values and early designs of organizational behavior. Staff has been considered as the most important resource, so organizational behavior increasingly has become a very important issue. To understand organizational behavior are essential to identify effective trends on organizational behavior and how impact of these trends on employees. One of the main factors and trends affecting is information technology that affect organizational behavior. One of the effective ways to achieve the organization's goals is to attract job behavior of employees and understanding of their needs (Haji Gholam Saryazdi & Borghani Farahani, 2011).

2. Importance and Necessity of Research
Essential skills made in the field of information technology and information services to employees and managers, to empower them in their work are an inevitable issue. Until they do what they want so successfully rather than forcing them until does what we want. We will be discussed to most important environmental stimulus that encourages organizations to empower their employees means "effects of technology in the workplace" then we mentioned to sharing of information as the most important factor in speech theorists is expressed, job behavioral pattern to organizations using information systems that provides greater access to information for lower levels of the organizational hierarchy. Then with regard to this point, whatever information of employees about the organization and how perform tasks be more so will be able to make better decisions and will increase responsible for deciding in employee, we conclude that the lack of information using information technology has been resolved in organizations and decision support tools. Also with designs one of the biggest achievements of information advanced technology that managers and workers to be able to communicate more with each other and with clients, pointed to three ways of application of this technology "means an electronic signaling system, executives information system and organizing conference remotely". In the end, it is concluded; undoubtedly, the information technology affected the content of jobs, skill levels of employees, tasks and role of these managers and by relying on new information technologies "knowledge workers" which is responsible for the calculation and presentation of different solutions, it have provided possible for organizations.

3. Literature Review
Job behavior is created as an emotional state and enjoyable that as a result of job evaluation, effective response to their jobs, and an attitude towards his job. Most economists and managers believe that money has considerable influence on motivation but behavioral scientists believe that money has little impact on motivation. Although money is important motivation, but for most employees, work is more than money and can provide needs of biological psychological, social, respect and self-actualization and.... Higher wages is not enough for satisfaction and happiness of employees. Employees have attention to the advantages and possibilities of work and organizational ethics and consider work as the effectiveness of their identity (Ahmadi Marvi, 2009).Since we seek to achieve the organization's objectives thus should be considered this important in many cases that one of the cases is due to job satisfaction of employees. Job satisfaction is one of the most important factors in job success and a factor that will increase efficiency and personal satisfaction (Gilaninia & et al, 2012a). Often said to be "happy employee is an employee effective. The importance of job satisfaction arises that more people spend half of their waking hours in the workplace. Job satisfaction is degree of positive emotions and attitudes of people to their jobs. When a man is said to have high job satisfaction,
this means that he really loves his job, has good feeling about the job and for considers high value for his job. Therefore, job satisfaction is job evaluation outcomes or an individual's experience. Positive emotions to jobs help a lot of physical and mental health of individuals. In terms of organization, the high level of job satisfaction reflects very favorable organizational climate that will lead to attraction and retention of staff and increasing effectiveness and efficiency (Moghimi, 2005).

Information is one of the most valuable inputs of organization. Valuable information will increase reliability and stability of the organization's human resources and lack of information causes uncertainty and instability in the organization. Today information of organizations collect, process and kept by information technology. More information was as documents in the past, thus this could only be apparent in one place and special person have them. Because information had limitation in that time but today's information technology eliminates these limitations. Since the successful operation of organizations depends on managerial functions means planning, organizing, leading, controlling and perform such tasks is related to informing for management. Therefore, development of organizations without having tools of informing and essential skills made in the field of using information technology and informing to employees and managers to empower them in their work is impossible (Stoner & Freeman, 1997). Scientists and management theorists agree on this subject that the correct and appropriate use of information technology increases the effectiveness of staff and management in organizations. Consequently it leads to more transparent of responsibility and accountable of employees and managers to facilitate and provide better services. Fundamental changes and developments have emerging in nature and use of information technology in some countries has been causes change of attitude and enhance ability and their job skills. Empowerment is an important strategy for the development of various organizations to comply with external changes and one of the main issues of organizations. In the present era empowerment is known as a tool that by its managers will be able to efficiently handle today's organizations which have the characteristics such as a variety of influence channels, growth, reliance on horizontal structure and network, minimize distance staff and managers and reducing belongs organization and the application of information technology (Baloh, Peter and Trkman, 2004).

3.1. Job behavior
It is a set the activities of every employee in the area of organizational tasks. The continuation of a particular type of behavior is due that this behavior has a root of inner root in the depth of one's soul and called it roots of ethics. They consider domain of ethics in range of individual behaviors but individual behavior when it is extended at the community level or social institutions, becomes a kind of corporate ethics that rooted in culture of society and is dominant some kind of way and can understand the community by it (Gharamaleki, 2008). Today in behavior analysis of organizations, dealing with ethical and moral values is one of the requirements. Their moral behavior constitutes external symbol of organizations and it is the sum of various moral values that have emerged in organizations.

3.2. Information Technology
Information is representative of data or raw facts for its recipient. In fact, information is a major source of new organizations. Information is same usable form of data which achieved by a certain way. In other words, information is data that has explained and interpret. Technology is combination of skills, knowledge and abilities and materials and machinery and tools that man uses it to transform or change the raw materials into goods and services valued. Information technology is technology that use to store and interact and manipulate the information. Organizations and institutes of technology use in general cases and information technology are used in specific cases until be more efficient and effective (Gilaninia & et al,
Information technology is the use of computer and other technologies to work with Information. Here is concerned any technology including of any means or techniques. Generally, in wrongly information technology, working with information is considered only through computer technologies and communication and related products. It should be noted that the word of technology is the study of how to use human creations in achieving the goals and objectives such as providing products and services; this term does not refer only to human artifacts.

3.3. Application of Information Technology

An information system is system for processing, storing, analyzing, and disseminating information to achieve a particular purpose. Information system does not have to be computer or use other technologies. Although nowadays using computer in information systems is inevitable. Storage cabinets of document are an information system in primary forms. Information systems is different area of information technology although both dealing with information. If according definition of information systems be considered processes of collect, organize, store, retrieve and disseminate information then information systems is broader scope of information technology because information technology is the focus how to use technologies in these processes as information systems deal to what and how, issues and political, economic, technical and feasibility considerations, design and management of system requirements. If we do not limit themselves to information systems, then information systems and information technology are two separate areas (Hassani, 2014). Organizational behavior defined as studying the behavior of individuals and groups in the organization. Organizational behavior is rooted in behavioral science and is an applied scientific field that has contingency attitudes about people and organization. Organizational behavior is an academic field and is based on the scientific and allows to organization and its members that achieve a high level of performance with satisfaction.

4. Research Proposed Model

According to statement contained and previous research about information technology and job behavior, Research proposed model is presented as follows:

![Figure 1: conceptual model (research modified model of Gilaninia et al 2015)]
5. Discussion and Conclusion
Staff has been considered as the most important source, so organizational behavior has become increasingly very important. To understand organizational behavior are essential to identify effective trends on organizational behavior and how these trends on employees. One of the main factors and trends affecting is information technology that affect organizational behavior. One of the effective ways to achieve the organization's goals is to attract job behavior of employees and understanding of their needs. Ethical behavior or organizational ethics is one of the factors influencing in job behavior of personnel that it is not led only employees satisfaction but also creativity and self-actualization in employees and finally employee satisfaction leads to customer satisfaction organization. In this paper review information technology and its impact on job behavior and finally is presented model research.

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