

The Relationship Between Administrative Values And Job Performance

A Survey of the government employees in Jiangsu Province in China

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Abstract—Objective: The main purpose of this research is to study the relationship between the administrative values and job performance of the government employees in china.

Method: About 223 government employees in Jiangsu Province are selected as a sample .We collect information by using the methods of literature research, interviews, questionnaires, etc. Then we analyze the statistics by the software SPSS (11.5) and AMOS (5.0).

Results: There is a significant correlation between the administrative values and job performance. The service value of the government employee is the biggest predictor of interpersonal facilitation. The administrative values of government employee can predict 21.2% of the variance of the job performance, which is the largest, followed by the self-value.

Conclusion: According to the social investigation of administrative values and job performance, we can provide scientific basis for improving the quality of the government employee.

Keywords:*government employee;administrative values; job performance; regression analysis; relationship*

I. INTRODUCTION

Our society is in a period of social transformation. Social transformation refers to the movements of social structure and social operation mechanism from one type to another, which is expressed as a current change of social structure, social operation mechanism and social values. This transformation of society has changed the original interests of our society, the structure of power, authority and individual, group, and other cultural and value concepts. These have influenced many of our lives.

With the current social transformation, the functions of the government have also changed. The efficiency of government departments has gradually become the focus and hotspot in the field of public administration. So it is necessary and important to study the administrative values and job performance of the government employee.

Through the investigation of the administrative value of government employees in the current market economy, the structure and characteristics of the administrative values are explored from the perspective of empirical research.

II. METHOD

The results of independent sample T-tests show that the high and low T value groups on the remaining items are all up to a significant level, which means that all the items have good discrimination. That is, all the questions are able to identify the degree of response to different subjects (Eisenberger & Stinglhamber, 2011). About 223 subjects were tested for the study. It is found that the demographic characteristics of the administrative values showed significant differences (Barrick & Srtauss, 1993).

The questionnaires are divided into four categories: law value, justice value, service value, self-value. According to the contents of the questionnaires are divided into: interpersonal facilitation, job performance, job dedication (Motowidlo & Scotter, 1996). We analyze the statistics by the SPSS (11.5) and AMOS (5.0) software, using the correlation analysis and regression analysis. We use complex regression analysis, forcing all variables of the administrative value and the job performances of government employee enter regression equation orderly. Though this, in order to explore the prediction of the influence between job performance and administrative values.

TABLE I. THE CHARACTER OF THE TEST GOVERNMENT EMPLOYEES IN JIANGSU PROVINCE (N=223)

Major	Classification	The Number	Percent (%)
Gender	Male	116	52.0
	Female	107	48.0
Organization	Government department	40	17.9
	Municipal Party committee	27	12.1
	Government office	52	23.3
	Public Security	35	15.7
	Mass and social groups	69	30.9
Level	Department Leaders	6	2.7
	deputy department Leaders	8	3.6
	Section-level Cadres	53	23.8
	Vice Section-level Cadres	51	22.9
	Clerk	105	47.1
Education	High school and technical	6	2.7
	Junior College	94	42.2
	Undergraduate course	115	51.6
	Master degree and above	8	3.6
Age	Below 25	68	30.5
	26-35	94	42.2
	36-45	42	18.8
	46-55	19	8.5
Party	Communist Party member	122	54.7
	The masses	99	44.4
	Other parties	2	0.9

It is about 223 government employees in our tests and the character and structure information about the test are in table I.

III. RESULTS

A. Correlation of All Dimensions

From table II, we may read the indicators of the relationship between the administrative values and job performance.

TABLE II. THE CORRELATION BETWEEN ADMINISTRATIVE VALUES AND JOB PERFORMANCE INDICATORS (N=223)

	Interpersonal facilitation	Task performance	Job dedication	Overall performance
Law-value	0.062	0.130	0.175	0.198
Justice-value	0.113	0.210	0.148	0.244
Service-value	0.190	0.416	0.223	0.424
Self-value	0.017	0.238	0.283	0.270

TABLE II. FROM SPSS (11.5) CORRELATION DATA ANALYSIS R

The correlation coefficient is determined according to the following. When $|r| < 0.3$, the correlation between the variables is very weak. When $0.3 < |r| < 0.5$, the correlation between the variables is low. When $0.5 < |r| < 0.8$, the correlation between variables is moderate. As can be seen from the results of the data, the value of service has significant correlation with the performance of the job and its task performance dimension. Correlation coefficients were 0.416(**), 0.424(**).

Although the correlation between the dimensions of job dedication is weak, the level of self-value and job dedication, and the correlation between the value of self-value and the overall performance is weak, but it has reached a significant level.

B. The Regression Analysis of the Relationship between Administrative Values and Interpersonal Facilitations

TABLE III. MULTIPLE REGRESSION ANALYSIS OF INTERPERSONAL FACILITATION IN ADMINISTRATIVE VALUES

Predictive Variable	Not Standardized Regression Coefficient		Standardized Regression Coefficient	T-Value	Significant
	B	Standard error	Beta		
Constant term	14.173	1.513	0.188	9.366	0.000
Service value	0.200	0.075		2.664	0.008
R ² =0.03(*)					

TABLE III. FROM SPSS (11.5) MULTIPLE REGRESSION ANALYSIS

It is shown that, government employees' administrative values can predict 3% of the variation in the dimensions of interpersonal facilitation. Among them, the contribution rate of service value is the biggest, and the standard regression coefficient is 0.188, reaching the level of significant.

C. The Regression Analysis of the Relationship between Administrative Values and the Task Performance

TABLE IV. MULTIPLE REGRESSION ANALYSIS OF TASK PERFORMANCE IN ADMINISTRATIVE VALUES

Predictive Variable	Not Standardized Regression Coefficient	Standardized Regression Coefficient	T-Value	Significant	
	B	Standard error	Beta		
Constant term	8.883	1.384		6.417	0.000
Service value	0.386	0.069	0.363	5.617	0.000
Self-value	0.178	0.087	0.130	2.043	0.042
	R ² =0.186				

TABLE IV. FROM SPSS (11.5) MULTIPLE REGRESSION ANALYSIS

It can be seen the administrative values can predict 18.6% of the variance of task performance in the job performance. Among them, the contribution rate of service value is the biggest, the standard regression coefficient is 0.363, and the second is self-value, and the standard regression coefficient is 0.13, which achieves a significant level.

D. The Regression Analysis of the Relationship between Administrative Values and the Job Dedication

TABLE V. MULTIPLE REGRESSION ANALYSIS OF JOB DEDICATION IN ADMINISTRATIVE VALUES

Predictive Variable	Not Standardized Regression Coefficient		Standardized Regression Coefficient	T-Value	Significant
	B	Standard error	Beta		
Constant term	7.437	1.141		6.519	0.000
Service value	0.113	0.057	0.136	1.998	0.047
Self-value	0.240	0.072	0.225	3.354	0.001
$R^2=0.099$					

TABLE V. FROM SPSS (11.5) MULTIPLE REGRESSION ANALYSIS

From table V, we may found that, the administrative values can predict the performance of the work of the contribution of 9.9% of the dimensions of variation. Among them, the contribution rate of self-value is the biggest, the standard regression coefficient is 0.225, followed by the service value, and the standard regression coefficient is 0.136, which achieves a significant level.

E. The Regression Analysis of the Relationship between Administrative Values and Overall Performance

From table VI, the administrative values can predict 21.2% of the variance in overall performance. Among them, the contribution rate of service value is the biggest, the standard regression coefficient is 0.347, and the second is self-value, and the standard regression coefficient is 0.150, which achieves a significant level.

TABLE VI. MULTIPLE REGRESSION ANALYSIS OF OVERALL PERFORMANCE IN ADMINISTRATIVE VALUES

Predictive Variable	Not Standardized Regression Coefficient		Standardized Regression Coefficient	T-Value	Significant
	B	Standard error	Beta		
Constant term	32.694	3.043		10.743	0.000
Service value	0.825	0.151	0.347	5.456	0.000
Self-value	0.459	0.191	0.150	2.400	0.017
$R^2=0.212$					

TABLE VI. FROM SPSS (11.5) MULTIPLE REGRESSION ANALYSIS

IV. DISCUSSION AND CONCLUSIONS

Through the above analysis, this study found that the relevant analysis and regression analysis of the administrative values and job performance were consistent with the following findings of this study:

A. There is a significant correlation between the administrative values and job performance.

There is a significant correlation between the service value and the task performance, the job performance. Although it has a weak correlation with the job dedication, but it has reached a significant level. The correlation between the value of justice and job performance is also

weak, but it also has reached a significant level. The correlation between the self-value and job performance, job dedication is also weak, but it still has reached a significant level.

B. The administrative values of the government employees give the strongest prediction to the task performance, then to the job dedication and interpersonal facilitation.

The service values of the administrative values give the stronger prediction to the interpersonal facilitation then other two types of values. Service values also give the stronger prediction to the task performance then the self-value. But the self-value of the administrative values give the stronger prediction to the job dedication then the service values.

C. The administrative values of government employee can predict 21.2% of the variance of the job performance. The first one is the service value, then the second is the self-value.

Although we can provide scientific basis for improving the quality of the government employees through the investigation of the administrative values of government employees in current China, the structure and characteristics of the administrative values are revealed more than we have learned before. So we need further research in the future.

First, we should study more about the definition and the theory of the administrative values. Second, it is not mature enough to the assessment of the job performance of the government employees. The last but not the least, on the issues of the cultivation of public administration values, it is still need more scientific and effective methods.

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