

Specialty: Humanities

Investigate the Relationship between Empowerment by Increasing Productivity among Office Workers Aghajari Oil and Gas Exploitation Company

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Abstract

empowerment is a process in which the development and expansion and the ability of individuals and teams to improve performance and continuous improvement will help. In other words, develop a strategy enabling an organization. This type of study is useful because it seeks to identify factors influencing the relationship between empowerment by increasing the productivity of employees in the company to exploit oil and gas Aghajari and the research method and gathering information regarding the purpose of this descriptive and survey. As a result, given that the number of people is limited sampling does not total 110 people were considered. The results of this study demonstrated a significant feeling of reliability 31/1, feel the effectiveness of 195/1, 19/1 empowerment, a sense of choice, 18/1, 15/1 competency and sense of trust in others was measured and then to prioritize the strengthening of the relationship between the increase in staff efficiency of oil and gas exploitation company Aghajari test rats Friedman used the results showed that the observed z (41/40) in the alpha level of 5%. The mean rating of observed significant differences exist in terms of relationship empowerment by increasing the productivity of workers contributing factors in order from most to least impact include: feeling effectiveness of reliability, effectiveness, employee empowerment, choice, competency and sense of trust in others.

Key words: Empowerment, Employee productivity, Effectiveness, Feeling of having a choice, Competency and sense of trust in others

INTRODUCTION

The Criminal Procedure Code Law is the most important fundamental and essential laws of each country that important part of public criminal order and criminal justice runs through it. Rules of judicial system and procedure and the code of criminal procedure in Iran have been generally changed several times over the past three decades. These changes, in addition to organizing criminal justice system, have led to numerous irregularities and anomalies in the judicial system and the status of citizens' rights itself as everyone has been witnessed in the removal of the prosecution service law and reinstating the prosecution

service. The new law also has been ordained for a trial period of three years and will be implemented and the possibility of change in it would not be abstained.¹

The new criminal procedure code law with extensive numerical, substantive and formic changes in the criminal procedure code law and how to pursuit of accused, typically tends to apply the "principle of restrictive interpretation in favor of the accused", respects the principles and norms of citizenship and human rights and efforts to achieve a fair justice system to the complainant, accused, victim, witness, informed, lawyer and as like in the process of criminal proceedings.

Review of the Related Literature

There has not been authored or written formally any book by lawyers in relation to the current study; just a number of articles and essays have been published sporadically in different juridical sites. Of course, we will use works of great and valuable masters as Dr. Mahmoud Akhondi, Dr. Mohammad Ashuri, Dr. Ali Khaleghi and

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other scholars on some issues (mostly generalities and concepts).

Hypotheses

1. The Criminal Procedure Code Law adopted in 2013 and subsequent amendments guaranteeing many innovations.
2. Comparative study of the new and former law implies that dramatic and important changes has been done on the fundamental issues of criminal regulations; such as the rights of the accused, observing the principle of freedom, citizenship rights, the presumption of innocence, the police of kids and so on.
3. In the new law, judicial process, including the preliminary inquiry, proceedings stage have changed a lot in order to protect the defensive rights of accused and guarantee the rights of all persons present in the claim.

The Necessity of Signature of Subpoena by the Judiciary

Order to summon is what been issued in the judicial file by the judge and subpoena is a sheet been sent to accused. Both, order to summon and subpoena should be done by the judge, but the current procedure in courts was order to summon were issued by the judge and subpoena were signed by the office affair operators. The disciplinary court of judges was also adopted this approach and it did not know it violation. But in the new criminal procedure code law, Article 170, it is stipulated that subpoena must also be signature by a judge and it is not permissible for office workers.

Retrial Request

The purpose of the retrial request is that after sentencing irrevocable final verdict the legislator in certain cases to obtain certain conditions prescribes the retrial to the same file. Whether mentioned sentence was executed or not Article 475 of the criminal procedure code law (2013) provides in this regard: "request for retrial about irrevocable conviction of courts whether confirmed sentences were executed or not, will be accepted in the following cases:

- A) Someone sentenced to the conviction of someone murder and then his being alive will be approved;
- B) Several people sentenced to convection of the committing a crime and committing the crime be in such a way that cannot accept not more than one perpetrator;
- C) Someone sentenced to the ascription of a crime and another person due to verdict of litigation authority sentenced to the ascription of that crime so that due to the conflict contents of the two decrees the innocence of one of them will be established;
- D) Different sentences verdict about a single person;

- E) In a competent court it is established that the documents were forged or counterfactual testimony of witnesses were the basis of sentence;
- F) After the final verdict new event occurs or appears or new evidence presents which proves the innocence or lack of the guilt of the convicted person;
- G) The committed act does not be a criminal one or the given punishment to be more than determined legal punishment.

Those who can apply for retrial request are: Sentenced person, his lawyer or legal representative and in case of death or absence of the sentenced, his wife, heirs or executor;

- a) General prosecutor;
- b) Executor prosecutor of the sentence

Cases Directly Deals in the Court

The following crimes are directly investigating in each case in the criminal courts one and two:

- 1) Crimes of seven and eight degree with prison (crimes for which the maximum penalty is imprisonment up to six months) directly deal in criminal court two;³
- 2) Crimes against chastity in each case are handled in criminal court one and two;
- 3) Crimes of persons under fifteen years are directly deal in juvenile court;

According to Note 3, Article 3 of the law of reforming law of formation of the public and revolutionary court (2002) following crimes is directly deal in the related court:

- 1) Crimes involving adultery and sodomy;
- 2) Crimes those legal punishment is only up to three months imprisonment;
- 3) Crimes those legal punishment is up to one million riyal fine in cash;
- 4) Juvenile delinquency;
 - A) If the court does not consider itself competent to handle, it will issue the lack of jurisdiction and if knows the case contraindications or cessation of prosecution ones, as the case, will adopt the decision.
 - B) Other than those cases mentioned in paragraph (A), if the parties present and do not to request for deadline, the court in a formal convene will attempt to investigate.

CONCLUSION

If the substantive criminal law is by criminalizing actions limits the individual's rights and freedoms, in contrast, the criminal procedure code guarantees individual's rights and freedoms. Procedure code is embodiment of individual's

rights and freedoms against the community that seeks, as much as possible, to impose its will over the individual. In this sense the main goal of the criminal procedure code is administration of justice in word sense. In other words, if society claims the accused has damaged the public order by violating the criminal law, and tries to restore the disturbed order to the initial state by punishing him, criminal procedure code assists the accused and tries to predict the necessary measures and wards off the possibility of false accusations by preparing an effective defense for him.

This does not mean that the criminal procedure code is defending violators and offenders of the public order; rather it aims to bring the accused of violating the criminal law to justice in a fair judicial process and provides necessary defensive means in his possession. Due to this validity the right to defend and its tools will be examined in the criminal procedure code. The aim of predicting and preparing these right and means is to struggle for equality of opportunity of the parties without which the fair trial remains just in speech and won't have practical effects. It should be noted that whatever the means of defense be available for accused and guarantees envisaged, achieving to fair retrial in the real sense of the word will remain at wish and will never fully realized.

Justice must not only be run but also must be seen by the parties and people and the art of criminal procedure code is objectively embodying to it. Justice in which the impartiality of the judge to the parties not be seen by the parties even though, none of the manifestations of injustice in judgment cannot be considered in practice is not the intended justice by criminal procedure code.

Legislator of Islamic Republic of Iran in 2013, while honoring jurists' theories and doctors of law in general and above all by considering the flaws and shortcomings of the laws and regulations of the criminal procedure code with a general and fundamental revision on the criminal procedure code, approved in 1999, have properly written a complete and comprehensive law in this regard - with delays and difficulties – and brought into implementation. Significant changes and innovations have been anticipated in this law in contrast to the former laws; changes that can certainly say that have not witnessed such developments in criminal law from the beginning of the Islamic Revolution in 1978.

However, with many challenges - that perhaps the majority of cases to delay the implementation of the law were relating to the lack of the preparation of related regulations in the context of law and probably guardian council

fuss in final stage to some parts- we were witness the implementation and operation of the criminal procedure code approved in 2013 and its subsequent amendments. Of course, at this point of time and given that only a few months pass from the implementation of this law we cannot properly mention to its disadvantages, but, as much as academic power and research resources allowed we have given detailed description (both in court and bureau) about the innovations, inventions, developments and procedure order which is expected to be helpful and valuable in the development of the academic resources.

In relation to the new criminal procedure code as described in its details in the open session of Islamic Parliament Counsel, Guardian Council, even in the negotiation of the government with The Judiciary with legislation accord was discussed in this issue the important thing was complement regulations of this law. Now, after about a year and a half passes of implementation of this law there isn't any news of related regulations (complement, supplement or any other legal title) and this is a big and fundamental problem at the beginning of the implementation of this law. In this case, it is also expected that competent and qualified authorities act out this important as soon as possible in order to consolidate and strengthen this law.

In the judicial procedure of the country, some judges believe that legal vacuum in some contents or even the absence of flaws in some cases should be filled not by reviewing and revision of laws and regulations that is time consuming but these vacuums and shortcomings can be solved by issuing uniformity of treatment in opinions on side of the General Board of the Supreme Court of the country. Certainty at the present and future criticism will be raised to new law by juridical that is recommended to act out, in this case, in accordance to what have mentioned in this paragraph.

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