The Impact of Modeling on Job Performance and Productivity Management Information Systems Executives Using Structural Equation  
(Case Study: CEOs Administration of the Melli Bank of Hamedan Branch)

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Abstract: The aim of this study modeling the impact on job performance and productivity management information systems executives is using structural equation (case study director of the Melli bank of Hamedan branches). The research method is descriptive and applied study. The population of this research executive branches of the administration of the Melli Bank is the province that 127 randomly (available) were selected. In order to measure the variables of inventory management information systems according to Lee and et al (2014), Yadollah Zadeh (2017) and Zahedi Rad (2016) employee performance evaluation questionnaire, Hersi and Goldaist (2017) and productivity questionnaire manpower was used. Data analysis of different methods of statistical analysis for the study of descriptive and inferential statistics confirmatory factor analysis and structural equation model fit for the 21spss and 8.80 lisrel software was used. Finally, the study principal investigator and fitting models were confirmed. So we can conclude that management information systems on productivity and job management office executive branches of Melli Bank of Hamedan has a significant positive effect.  

Keywords: Management Information Systems, Productivity, Job Performance, Hamedan.

Introduction
Management information systems, systems are organized and appropriate measures to correct information and abbreviated at the right time to decision-makers and managers offered, enabling faster and more accurate management easier for administrators. Management and performance of managers in the management and conduct of the two words are close together. Management information systems developments very dramatic achievements in the field of information technology is one, in the last two decades that facilitates decision making not only for managers but also significant influences has created on the management system and organizational structure. Always in most organizations around the world, executives are looking to upgrade and improve the performance of their own organizations (Moghimi and et.al, 2011). Many factors contribute to improved performance and increased productivity in an organization is effective use of information technology is one of the factors which makes use of features that provides organizations increase productivity and improve its performance. As a result, investigation of these processes is important for effective today; so in this study provide a model effect on job performance and productivity management information systems executives of Melli Bank administration was evaluated in Hamedan.

Problem Statement
Banking industry, including the important industries in the world and increasing human knowledge in the field of electronic science has led the industry also have a great benefit from this knowledge. Today, banks and financial institutions in developing countries as helpful, professional consultant, specializing in corporate finance and gathering and exchange of information to increase resources to serve its customers And one of the economic engines of the country are considered.  
At present, due to competition between banks and financial institutions to attract more resources, mastery of the elements affecting the mobilization of financial resources is important. In addition to the Bank's mission is to attract financial resources, tune significant impact on cash flow and establish a good reputation and consistent with long-term plans and short-term monetary system of the country. The success or failure of the bank to avoid the performance of managers can not be
imagined. The bank can be managed by competent managers, instruments and facilities and the potential benefit in order to win the set. The growth and sustainable development, according to organizational development, including policy, is considered all managers. Books are not exempt from this. In modern banking, there are many factors that influence the mobilization of financial resources banks and financial institutions. Identify and determine the effectiveness and relevance of these components with banks successfully mobilize financial resources, is an important issue. Today, financial institutions and banks are not the same situations and it is possible that factors affecting financial resource mobilization even be different for each of the branches of a banking group.

Due to the increasing value of information, providing management with a reliable information system capable management decisions regarding planning, organization and control improvement is converted into a basic necessity of our time. Due to the costly investment as a limited resource and organizational management information system And the inevitability of the use of information technology and information systems managers should be fully aware in this way walk and to evaluate the effectiveness of these systems and review the quality of information produced in the organization and ultimately improve their organizational productivity.

Banking is impossible to imagine today without IT. IT is the core of value creation in the banking system. The impact of this technology is such that in addition to the formation of a banking system based on information technology, is still the main propulsion technology is the modern banking. Iran’s banking thanks to the presence and active role, in line with global trends, despite the steps taken and underdevelopment in sectors and financial instruments in this sector have been dramatic improvements. Still, many steps have increasingly picked up the banking Iran taste the flavor development. Specialized field of information technology in the banking system because of one isolated part of banks. It is in human resources and has them. Therefore, managers should be able to recruit, education, job development, performance evaluation, compensation, and work-track system of employment, the job description and duties, played a greater role to the banking system can take advantage of the knowledge and motivation of these forces. On the other hand, thereby improving the performance and productivity factor. The organization seeks to achieve its every feature and causes increase its efficiency. Human being is central to increasing efficiency and productivity, thus improving the performance of human resources, including significant factors in achieving organizational goals is considered. Unfortunately, despite the importance of human resources in organizations managed to reduce the importance of other factors of production especially in assessing their performance are not careful enough and consequently there is no feedback of performance, we prefer employees to a procedure, to continue their work on the other hand are disadvantaged because of organizational support. Therefore, the creative and innovative action to improve employee performance, avoid it. Also, some employees are not familiar with jobs and tasks to be done and the skill and ability to perform their assigned duties do not and in some cases, unable to adapt to the organizational environment and be motivated to do the work or not (Badsiku and et al., 2009).

Everyday interactions and the exchange of information organized so busy periods increased to do and keep track of them manually and traditional practically beyond the capacity of human resources and may be associated with many problems. As the use of information technology and information systems managers is an appropriate and useful information and the decision to bring better management to improve job performance and productivity of labor is also no doubt be more effective. This means that banks and financial institutions need real-time information about the status of their resources, this is through a system of regular information and online status information in the form of deposits monitors can be done online. Through this system, as well as information on banks and financial institutions can access at any time to customers deferred payment information and the doubtful receivables under consideration so as to reduce the growth rate of bad loans. This in turn increases productivity and customer satisfaction and senior managers of banks and financial institutions because the result is nothing but profit sectors to review the balance sheet.

According to the Melli Bank of the oldest banks in the country’s banking network, the information systems used by the Melli Bank in terms of necessity and as gradually and over time has been created. This issue has caused these systems lack integrity and have the necessary integrity and act like independent, so that managers are not able to have all of the necessary outputs. The ideal definition of management information systems are expected to activities such algorithms based on filtered information. As a result, the banking system will be established to correct output according to the information available to predict and successfully achieved. But based on experience and systematic confrontation of two management thinking, productivity expected given the tools were not available. Experience-based information management resources, time, energy and manpower and customers to trial and error has brought challenges. However, with regard to the management information system and its role in increasing productivity by optimizing performance, using these tools and data resources can be prevented.

Due to this, we can see that the need to replace the content management information systems-based thinking, instead of traditional thinking in Melli Bank as a major challenge is the necessity of this research proves; so in this study are model review management information systems and the impact of its use on job performance and efficiency administration executive branches of Melli Bank of the province were studied.
The Importance and Necessity of Research

One of the systems that are used today in the management of various organizations is management information systems because of this importance comes the biggest target for decision making and management information systems upgrade is to a higher level. Important information not covered in the process of performance management experts to the extent that information on each organization's critical resources have organization is richer in terms of information and how it will be made more accurate decisions.

The organization's success depends on the use of new technologies to improve performance and move towards a more productive organization will help. One of the new ways of making use of information systems and information technology. Today, IT is so wide that encompasses many aspects of computing and technology and range of activities in this area has been revised several times. Improved performance and productivity or a high efficiency makes the organization can determine the maximum output of inputs or less achieved This leads to profitability. Impact of information technology on staffing performance was undeniable and that the use of information technology which aspects and indicators of performance targets and the amount of influence in what form and to what extent is the organization under study can help to obtain a solution to improve the performance and increase productivity.

The aim of this study was to improve the management and increase performance efficiency by using information systems management. If we assume that all executive bank management approach based on comprehensive information system rebuild, The improvements consist of the following:

One of the major reasons for redundancy, complexity of the banking system which, taking into account the complexity of the current system will be modified.

When managers and employees quickly see the results of your efforts accordingly, they will be motivated more work. So if you do the research, power and policy managers' performance according to the decision of the relevant staff will also increase.

Customers as the main pillar of the banking system when they are face to face transactions at bank branches to fulfill its requirements juicy employees faced with high performance and powerful and will be encouraged to work with the banking system and if you want to use e-services and distance banking system with a system devoid of the usual complexity and friendly face In both modes of banking services will be satisfied. This ensures total productivity management information systems will be in the banking system.

When management information systems should be considered on the basis of its full features many resources available information and data dependencies have been removed and with the benefit of a surround system administrators, the annual profit that is indicative of the success of this research will be consolidated. Therefore, in this study a model effect on job performance and productivity management information systems executives of Melli Bank administration of the province was studied and analyzed.

Theoretical Management Information System

More than 500 years ago, American’s redskin, a relatively comprehensive information system created the databases and data processing models would consist of thousands of string tied to the skin dormitory. Thus information about the effects accrued to the land, the amount of product, business transactions, records forests, poets etc, collected and kept. Those who would like to create information systems (Kutipus Amaus) were called that in fact, the pioneers of today's systems analysts. Before the advent of the computer organizations have used the kind of management information systems. In the past, very informal way that has been set up and use. After the advent of computers (a device which can collect and process large amounts of data) management information systems were designed a formal process and progressed more rapidly (Salehi, 2006).

The Concept of Information Systems

Nowadays, system’s information and human as one of the new technologies changed not only himself, but also rapidly affect all organizations. IT is indeed a pervasive technology and its unique features, including the urgent need to that. The resulting range, rather than the information is so diverse and alternative energy or human labor in the manufacturing sector to changes in internal services, the service personnel to social services covers distribution systems (Sarraf Zadeh and Pannahi, 2011, p. 52).

Information systems related components together is said to be a collection of information to support decision-making and control in an organization to collect, process, store and distribute (Jankofeski, 2010). Systematic approach to potential comprehensiveness, integration and coordination of information in the organization pulled unknown and the highest systematic approach to organization, management information systems led to the establishment of the screw. As mentioned, these systems that collect and organize data and produce information and transfer it to the administrators to conduct, Such as a strong observer presence at all levels of the organization and the scope of his knowledge and insights developed please provide the correct decision (Taleghani, 2013, p. 2).
Because of the vastness and complexity of the systems, information managers and information professionals in information systems, with the help of computer tools and information technology in data collection and processing systems are gotten. The information systems have not reached that point where they can think, plan and react to the changes. Still some room for the people who run the systems. It should be noted that only a small minority of these people actually computer systems or to design their IT systems. They are a large number of end-users such as managers, administrative staff and others who work on their computers (Fulei and et al., 2015, p. 23).

Mass information stored in databases are often large enough for managers, meaningless (and to use) are. The anarchy, chaos and massive amounts of information in an information system for the classification and segmentation need to make the most of it. Information systems are rooted in images of caves and members of using this system very early in our dealings were doing. When levels are low and the number of transactions that interact with each other, they are few things can be done using these systems, but if the amount of transactions will increase and more people become involved in these activities, systems are applied, must be far more advanced (Bahan and et al., 2011, p. 6).

Subject studying information systems in an organization's information systems. Formal and informal information systems are outdated information systems, present and future programs in the form of oral and written information related to the internal operations of the organization and its environment are provided. Information Systems promises that the information needed in decision-making managers more or less as a reliable form of aggregated and in electronic format and is usually available to them on a screen. Information system is an operating system to support one or more operating systems other than IT to transfer, store, and display information processing uses (Esfandiari, 2009).

It should be noted that management information systems with different information, so that information systems serve as management information systems, management information, and then it uses (Watson and et al., 2010). Information systems means the collection, storage, processing, dissemination and use of information processing software or hardware is not limited to this issue, but the human importance and objectives in the use of technology, values and criteria used in the selection plans. Overall assessment of how these tools have been means to achieve their goals whether it covers. If the aim of improving the efficiency of information management through strengthening its ability to assess its internal and external needs in a dynamic situation, is established. Today, managers clearly recognize the value of competitive and strategic information systems. This information system will make calls between up and down the organization faster and more efficiently as possible. For example, the head of the famous company Microsoft, or the company email system, is regularly in contact with staff every day he responds to a large number of messages. Utilizes information systems, customer relationship management effectively enhanced, realized operational processes and increase the efficiency and effectiveness of the organization and as a result of all these factors, the organization will achieve competitive advantage compared to other organizations (Gupta, 2011, p. 12).

**Characteristics of Effective Information System**
Concise and timely information readily available to its top managers (directors should receive short changes).
Ability to provide internal and external environmental scanning (analysts and designers should design the system so that information such as competitor activity, acts of government or organization and provide environmental issues or opportunities).
You can browse the content to give users (with performance details can complete the payment information).
Provide testing strategies (showing the impact of certain variables on performance and assess possible consequences of alternative strategies).
Take help of models (systems must be designed to take advantage of information available to help models).
Avoid information overflow (failure to provide too much information at one time limited to management).
Highlight important differences (show deviations from expected performance level. Drawing and highlighting techniques to provide clear information is essential to administrators).
Summary indicators offer (using techniques such as decision-making and implementation of Component Summary mean and range).
Summary information will be supported with detailed information (providing comprehensive information and detailed case summary information is experiencing confusion).
Information to provide diverse styles (provided that such information due to the different processing methods, for they completely understood) (Rezaeian, 1391, p. 216).

**Management Information System and Revenue of Organization**
Any organization that wants to control its own processes or analytical reports for decision requiring the use of management information systems. In between organizations with more obvious need to control systems have the following characteristics: There is diversity and speed of change processes in their organizations.
Organizations that diversity in its production or production rate is high.
Moderate organizations (organizations that the number of employees is more than 11 people).
Organizations need automated decision-making tools.
Organizations that are looking for production planning Mkanyz·hand (Hashemi Nezhad and et al., 2016)

**Job Performance**

Job performance is the set of job-related behaviors that people exhibit (Oak Paravan Vien, 2011). Another definition, job performance and organizational values and behaviors employee job at different defined positions. Enterprise value is estimated for the organization of activities and services your employees, such as doing a good job of working relationship with other employees.

There are two important points in this definition:

Job performance is defined as a certain behavioral characteristics, especially since job performance as an integrated feature of separate and distinct behavior that occurs in a range of time, is taken into account.

Behavioral characteristics of job performance, the expected value of the returns. By definition their job performance can be variable between a set of behaviors that is done by different people and behaviors that done by the same people in different time period to be considered (Hamid and Dehghanzadeh , 2012).

**Factors Affecting Job Performance**

**Organizational Factors**

Organizational factors in job performance are effective in the following formats:

A) job ambiguity: the lack of clear objectives and responsibilities defined, occurs when the expected lack of understanding of the person is unknown and it can affect a person's job performance and training.

B) Job expectations: conflicting initial job expectations, job visual experiences.

C) Role conflict: lack of concordance between the wishes of the person and environment conflict between personal values and organizational practices.

D) Workload: excessive requests regardless of time doing it. In terms of general unfamiliarity with organizational objectives, management practices, non-flexibility of programs, inappropriate communication networks, lack of personnel managers, not benefiting from the staff, the staff's dissatisfaction over the transfer of responsibilities be coordinated lack of job in, unfavorable performance appraisal system, poor facilities and conditions of hardening of the factors affecting job performance.

**Individual Factors**

As a source of social support to help people to cope with stress and burnout is a direct impact on job performance organizations.

**Intrapersonal Factors**

Job specification as a variable within individual lack of readiness for a decisive role in a person's job performance.

Personality traits can affect job performance.

Demographic variables such as gender, age, education, marital status and work experience in effective job performance (Dalvand, 2012).

**Efficiency**

Spanish word that means efficiency power generation, the fertility and productivity. For example, the capacity of agricultural land and seed it will flourish. According to the so-called native land and productive, and those who have the ability, but are unemployed and are unemployed, are called non-productive. So this word in the vocabulary of the English language production and the productive power of the person or thing referred to here some of these definitions is examined.

Steiner: "Standard performance and power in the production of goods and services".

Astylf: "The relationship between returns and associated with certain manufacturing operations and certain."

Mandel: "Productivity means the ratio between production efficiency of the resources expended by a similar ratio is used to compare baseline".

Davis: "Changing the shape of the product obtained in exchange for the resources expended."

Fabrykant: "A constant ratio of output to input."

Aystrfild: "Productivity of the production system yields the value of one or more factors of production used is taken".

Litreh: "Productivity is producing the power."

International Work Organization's definition: "Productivity is the relationship between the output of a production system with data output, the data can be used for its production land, capital, labor and other factors are".

Peter Dracker: "Productivity, just do the job as well as doing the right things".

Efficiency + effectiveness = productivity or doing the right thing + doing right things = productivity.

Technical definition is simple and productivity is merely the relation between output and input levels is used for its production headquarters, in other words, productivity is equal to the ratio of output to input. In 1883 a man named liter,
productivity defined as: "The ability to produce". In 1950, the organization for european economic cooperation fuller definition of productivity is presented as follows: "productivity out one of the factors of production, output prices. Productivity is the exact composition and optimal use of raw materials, capital and human resources to produce goods or services that consumers demand it with enthusiasm.

**Improve Productivity in the Organization**

Many senior and junior managers believe that employee found hard to be able to do anything. The number of organizations that low levels of productivity have been very low and the effect of this bitter reality of a country directly affects the net production. If you sit in such an organization please listen speaking staff, you will find that organizational loyalty is not high among them and this regardless of the origins of its creation as the most important factors is reducing productivity in any organization. Low productivity of labor is a sign of inefficiency of management systems. For example, if a car is poorly designed shoemaker, However, skilled workers and good leather shoes badly production will also be open. Improper use of leather shoes badly may also be produced in a good car, so we must say that labor is not the only factor affecting productivity. In this particular example can be helped with proper management to improve productivity. A simple mathematical formula for productivity is the ratio of output to input, so we can keep productivity constant - having inputs and output increase or to maintain or increase output and reduce inputs and outputs and reduced inputs at the same time, improve; But because the most important factors affecting productivity are not easily measurable, this simple formula can be misleading. Productivity has the technical, social, psychological and cultural are numerous and close together. Failing to pay attention to each of these dimensions can be effective in productivity every effort to improve productivity fails formed by the (Ganji et al., 1388).

**Increased Productivity, Organization and Management Information Systems:**

Due to increased production and productivity, achieve development and optimal use of resources from administrative needs of an organization. Several strategies exist to increase productivity and corporate development. One of the measures and strategies, participatory management. Participatory management is the set of all employees of an organization's workflow and operational decision-making process of the organization and the partner is involved. Information systems have the potential to offer three types of benefit to the organization; (1) improving productivity, (2) and (3) improve the effectiveness of competitive advantage.

Productivity: Improved productivity occurs when the work can be done more or less the same source. In organizations, improve productivity, improve work processes occur. For example, when an employee using new methods could instead purchase order processing 21, , then process 11it has doubled his productivity. Information systems can be faster, easier and more effective doing things this way improve their productivity.

Improved Efficiency: The ability of an individual or an organization's effectiveness in doing things that should be done. The administrator who predicted the conditions that may be problematic and causes more effective checks before problems arise administrators That would solve the problems that continually must be prevented. MIS, provide information that will help managers better in terms of choices and there by improve their effectiveness.

Competitive Advantage: An organization that uses information systems to improve efficiency and effectiveness has to be that way has the potential to change organizational competitiveness (Mousavi, 2003).

Based on the theoretical foundations of research, the conceptual model are provided below:

**Research Proposed Model**

**Research Methodolog**

This method is descriptive survey and the objective with regard to the future results of the study to be presented to the government of the province branches of Melli Bank of applied research. The study also in the group case studies that impact on job performance and productivity management information system staff will check the administration of the province of Melli Bank. Based on field research group is also collecting information.
The population of this research, executive management, administration offices in Hamedan. The study of 200 chief executives of branches of MelliBank of Hamedan; according to Morgan table covered if the population size is 200, 127 is a sample of the population studied.

This study has three questionnaire; the first questionnaire related to the dependent variable job performance. The questionnaire evaluating the performance of employees in research Yadu'llah Zadeh (2016) and Zahedirad (2016) being used is, it is used for measurement. The second related to the dependent variable is labor productivity, the questionnaire labor productivity based on the model provided Achiu model by Hersey and Goldsmith in 1980, is used to measure it. The third questionnaire related to the independent variable is management information systems, the inventory management information systems with 7 question, according to Lee and et al (2014) and Devlin (2004) is used to measure it. The purpose of this study face and content validity, the questionnaire prepared by masters in business administration, Islamic Azad University of Hamedan and Bu Ali Sina University as well as the questionnaire for this study have been reviewed by several experts banking affairs and its validity was confirmed. Also to prove the validity of the technique was used confirmatory factor analysis software lisrel , an operating weight of items was more than 5.0. The model and its validity was confirmed. In this study, Cronbach's alpha coefficient was used to determine reliability. The results achieved are shown in Table 1. Given that alpha values are larger than 70/0, the test results showed high reliability.

### Table 1. Cronbach's alpha values of variables

<table>
<thead>
<tr>
<th>Variable</th>
<th>Relevant questions</th>
<th>Cronbach's alpha coefficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Performance</td>
<td>1-22</td>
<td>0.893</td>
</tr>
<tr>
<td>Efficiency</td>
<td>1-26</td>
<td>0.809</td>
</tr>
<tr>
<td>Information Management Systems</td>
<td>1-7</td>
<td>0.895</td>
</tr>
<tr>
<td>The Entire Questionnaire</td>
<td>1-55</td>
<td>0.869</td>
</tr>
</tbody>
</table>

### Research Findings

Descriptive analysis about the objective variables (demographic) the population under study was as follows: the results showed that most respondents about the gender of the subjects were male. In the age of the subjects should be said that most of them between 40 and 50 years of age. In addition, most subjects have a bachelor's degree and work experience were 5 to 10 years. According to the results presented in Table 2, k-s test concluded that because of greater significance level of the test, that is greater than 0.05, so the normal distribution of the questionnaire, why parametric tests were used to test the hypotheses.

### Table 2. Test assuming normal distribution of variables.

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Job Performance</th>
<th>Labor Productivity</th>
<th>Information Management Systems</th>
</tr>
</thead>
<tbody>
<tr>
<td>Normal Parameters.</td>
<td>average</td>
<td>3.50</td>
<td>3.90</td>
</tr>
<tr>
<td></td>
<td>SD</td>
<td>0.560</td>
<td>0.527</td>
</tr>
<tr>
<td>KS</td>
<td>1.548</td>
<td>1.322</td>
<td>1.074</td>
</tr>
<tr>
<td>Sig.</td>
<td>0.167</td>
<td>0.510</td>
<td>0.517</td>
</tr>
</tbody>
</table>

Since the study is to test the conceptual model of causal relationships between variables; in order to provide the ability to simultaneously analyze changing relationships, structural equation modeling was used and LISREL model analysis software, a well-known software implementation of structural equation modeling was used.

The figure below, the model is the result of research, analysis software, the estimates show that the factor loadings and path analysis. According to these models to estimate the factor loadings and path analysis, and then variables. Coefficients in these forms are divided into two categories. The first hidden relationships between variables (oval) and observed variables (rectangles) are the equations called factor loadings say the second and hidden relationships between the variables that are hidden and are referred to as structural equation and used to test the hypothesis. The following illustration shows a significant state model. All coefficients are standardized in shape using t-test. This statistic is significant t-value when the value is outside the range (-2 to +2) be and if the value is - t is within this range, is not significant. Considering the load factor can be said of any variable in the measurement structures more relevant and share what variables are less. In other words an indication that a larger factor loadings have a greater share in the measurement of relevant structures and an indication that the load factor is lower, fewer shares.

The assumption of this test shall be regulated as follows:

H0: The whole model impact performance and productivity management information systems executives Amvrshb MelliBank of the Hamedan does not fit with research data And the impact will not be approved.

H1: The whole model impact performance and productivity management information systems executive branches of Melli Bank of Hamadan with research data fit And the effectiveness is confirmed.
Standard estimates graph in Figure 1, a structural equation model of conceptual model in the administration of the Melli Bank demonstrates of Hamadan. The basic question raised is whether the measure is appropriate? $X^2$ statistics and other measures have to answer questions the appropriateness of the model is considered. The test results show RMSEA index or the square root of the variance estimation approximation error is less than 0.1 (0.047), index / df $X^2$ optimal range is between one to five (17/4).

Another indicator shows that the amount of RMR model is a good fit this model is close to zero. The model fit indices (GFI, CFI, IFI, NNF) are higher than 90 percent; so we can say that Top model is a good fit real-world data and H1 hypothesis is confirmed.

Full survey results for the model parameters can be seen in the table below.

<table>
<thead>
<tr>
<th>Fitness indexes conceptual model</th>
<th>X²/df</th>
<th>RMSEA</th>
<th>RMR</th>
<th>GFI</th>
<th>CFI</th>
<th>NNFI</th>
<th>IFI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chi-Square=120.29 , df= 31 , P-value=0.00000, RMSEA=0.047</td>
<td>4.17</td>
<td>0.047</td>
<td>0.034</td>
<td>0.91</td>
<td>0.95</td>
<td>0.90</td>
<td>0.93</td>
</tr>
</tbody>
</table>
Figure 2. Significant values of coefficients in the model of linear structured relations

T-Value graph in Figure 2 shows the significant coefficients conceptual model. If the coefficient is significantly larger than the absolute value of 2, significant variables are verified. Significance test the conceptual model shows that all of the coefficients obtained are significant. Because the significance test each one larger than the number 2 and number 2 is smaller.

The impact of job performance, productivity, human resources and management information systems based on structural equation modeling.

<table>
<thead>
<tr>
<th>Relationships between variables</th>
<th>T value</th>
<th>standard value</th>
<th>R2</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality of management information systems</td>
<td>Job Performance</td>
<td>4.97</td>
<td>0.70</td>
<td>0.29</td>
</tr>
<tr>
<td>Quality of management information systems</td>
<td>Labor productivity</td>
<td>4.19</td>
<td>0.84</td>
<td>0.19</td>
</tr>
<tr>
<td>Strategic Information Systems Management</td>
<td>Job Performance</td>
<td>5.64</td>
<td>0.77</td>
<td>0.29</td>
</tr>
<tr>
<td>Strategic Information Systems Management</td>
<td>Labor productivity</td>
<td>8.21</td>
<td>0.65</td>
<td>0.32</td>
</tr>
</tbody>
</table>

**Applied Research Proposals**

Registration and run the daily operations of the organization

Attract, develop, motivate and promote qualitative and quantitative capabilities of staff in management information systems

Providing useful information through tools such as brochures and catalogs development and designing quality control systems contain information about related topics, for more knowledge and information.

The staff branches and banking experience to enhance learning, job rotation be made to be fluent in all matters.

Create desire to work and the emergence of a sense of security among employees.
Create and enhance opportunities for appropriate communication among staff;
Matching more intellectual, mental and physical staff jobs by identifying and measuring their strengths and weaknesses;
The estimated quantity and quality of human resources in order to meet the needs of the organization.
Creating formal systems to transfer or exchange of information.
If the bank branches training in discussions with customers, identify their wants and needs of customers and solving their problems can be a result of more customers and more financial resources to draw.
Designing the organizational structure in which the information strategies of the organization is clearly described on;
Improve the level of knowledge on the application of management information system managers and strategies;
Full training managers to understand and apply strategies and facilities management information systems.

**Discussion and Conclusion**

With advances in information technology, information systems are used widely. Due to significant growth in recent years on top of emerging technologies and IT And the acceptance of information systems and information systems development and dissemination of innovation has attracted the attention of researchers and experts.

One of the systems that are used today in the management of various organizations is the management information system because of this importance comes the biggest target for decision making and management information systems can upgrade to a higher level is, In addition to fast access speed in retrieving information regarding the security, accuracy and concentration in information systems is another feature information Today, the management information they need without having specific time periods capable of leading their organizations to achieve pre-determined objectives not. In our country because of the lack of dynamic and suitable for the development of management information systems as well as the tendency of many managers to use old methods and inflexible, has blurred the importance of this system; also, due to the key role of management information systems in organizations and the need to develop and serious role in improving productivity of these systems in organizations, managers should pay more attention to this very important matter. We hope that this research led the way for strengthening the participatory management practices, the establishment of the proposals, . Prosperous creativity of employees, increase organizational productivity and overall success in the path of growth and excellence.

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