

Article

Continuous Improvement of the Administrative Structure in Developing Business Facilities to Provide Services to Employees

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Abstract: The Baghdad Packaging Materials Manufacturing Company's employee services are the subject of an investigation of the effects of administrative structure dimensions. Although there is a wealth of literature on organizational management, little is known about the precise impact of administrative structures on employee service aspects in Iraqi businesses. Using a quantitative methodology, this study distributed 94 questionnaires to employees, of which 90 valid replies were examined with the aid of SPSS. The goal is to comprehend the relationship between different administrative aspects and service quality. The findings show strong positive associations, indicating that improving administrative frameworks may enhance employee services. The ramifications are evident: In competitive marketplaces, increasing employee happiness and organizational success through ongoing administrative practice improvement is essential.

Keywords: Continuous Improvement, Administrative Structure, Services Employees

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1. Introduction

Encourage researchers administrative structure (Professional - PR, Closeness - CL), and its role in entering into competition with other institutions employee services (Structures - ST, Services - SE) [1,2]. It is a group of job grades, range of compensation and benefits, linking each job within the organization to a job grade, with the aim of setting a framework for implementing strategies and policies for compensation and benefits within the organization [2,3]. The administrative explains where instructions are given and relationships between employees are emphasized [3]. The researcher emphasized the administrative structure as the basis for this study and gave it scientific priority in obtaining results that support the research [4,5]. The use administrative structure of high value [6,7].

In developing countries, the researcher focuses on developing industrial institutions in all fields, and so far, we notice that the administrative structure in Iraq is weak [8,9]. Using a highly efficient administrative structure helps achieve the companies' goals and meet their ambitions [10, 11]. While monitoring the performance of institutions to determine the profitability they achieve or the extent of losses, here the researcher confirms that the dimensions of the administrative structure fundamental influencing dimensions to employee services [4,12]. Therefore, modern technology in the performance of

organizations, so adding knowledge is considered to help in the improvement and development of organizations [13,14]. Therefore, the researcher encourages the use of modern technology in Iraqi organizations to achieve the necessary goals [15]. Through full awareness of employees working in the company [16]. The dimensions of the administrative structure providing services to them [21]. Therefore, awareness is very required to develop employees' skills and achieve their living desires to confront the problems they are exposed to [17]. Employees' awareness of facing difficulties prompts them to learn modern technology in their [18] performance [19, 20]. Therefore, awareness must be spread among employees to achieve the necessary plans and programs [22,23].

Literature review

The basic importance of studying the dimensions of the administrative structure is to determine its goal companies, confront difficulties and problems facing organizations [3]. Purpose from dimensions of the administrative structure is continuous improvement in the use of modern technology. The administrative structure is essential in improving services for employees and developing them for the better. Therefore, Literature review focused on the importance administrative structure and use of the functional hierarchy to improve services and basic matters for employees. Researchers in Literature review also emphasized the importance of providing services to employees because they are essential to their daily requirements. The researcher Review (2019) explained in detail the role of the administrative structure in helping employees provide their desires on an ongoing basis. While Changkakati & Kumar (2020) [1] gave great importance to the need to provide the required services to employees in the company increase production and enter as competitors with the rest of the institutions. As for Teeroovengadum (2022) [2] providing services to the company's employees is considered very necessary to help them develop production. Another study conducted by Hange (2005) [24] focused on continuous improvement of the performance structure of each organization as the basis for providing services to employees to meet their needs [25].

Administrative Structure

This study focuses on determining the importance administrative developing companies and providing services to employees. The researcher distributed 90 questionnaires to the employees. Baghdad Packaging Materials Manufacturing Company [26]. SPSS statistical analysis was used final. The study found different levels of availability of dimensions of the administrative structure [37]. As for the level of building the administrative structure [27]. Administrative work is the basis for developing institutions, and you will find that all successful and emerging institutions strive to improve their internal management methods to achieve their goals and maintain their ability to compete in the markets. The administrative structure of an organization is one of the main aspects that affects the performance of any company [28]. Administrative structure choices affect project management. To create an effective structure, goals and roles must be defined and its compatibility with the organization's vision and flexibility to face changes must be ensured [29].

Services Employees

The quality of services provided to employees at the Baghdad Company for the Manufacture of Packaging Materials from the perspective of the employees. The study population consists of all companies (90) institutions distributed various Baghdad Company for the Manufacture of Packaging Materials. The study sample was randomly selected from employees at the Baghdad Packaging Materials Manufacturing Company. The institutions apply continuous improvement, and the employees' evaluation

employees' dimensions of the administrative structure and the dimensions of employee service. In addition, organizations are committed to providing services to employees on time, paying attention to employee problems, providing incentives and training courses for employees, and simplifying procedures for providing services to them [30].

Relationship between the Administrative Structure and Services Employees

Literature review focus on the availability of statistical significance between the practices of the administrative structure and services for employees [31]. There are also previous studies that the administrative structure works to improve and develop companies. The results were positive in previous studies between the administrative structure and employee services in the organization [32]. Albadry et al (2020), encourages continuing education performance of institutions, confirm that the administrative structure helps companies develop [26]. Alm (2019), focus on the administrative structure that has an impact on the service dimensions of employees [10]. Encouraging development in the administrative structure of organizations Contreras (2023) [9], supporting the administrative structure with skills, continuous improvement, and culture to support the organizational structure [3]. The administrative structure will have good effectiveness and distinctiveness in the performance. Points support the administrative structure (1) important factors for organization to provide correct leadership (2) emphasis on operations management and customer satisfaction [21]. Therefore, the dimensions of the administrative structure positively affect the dimensions of employee services.

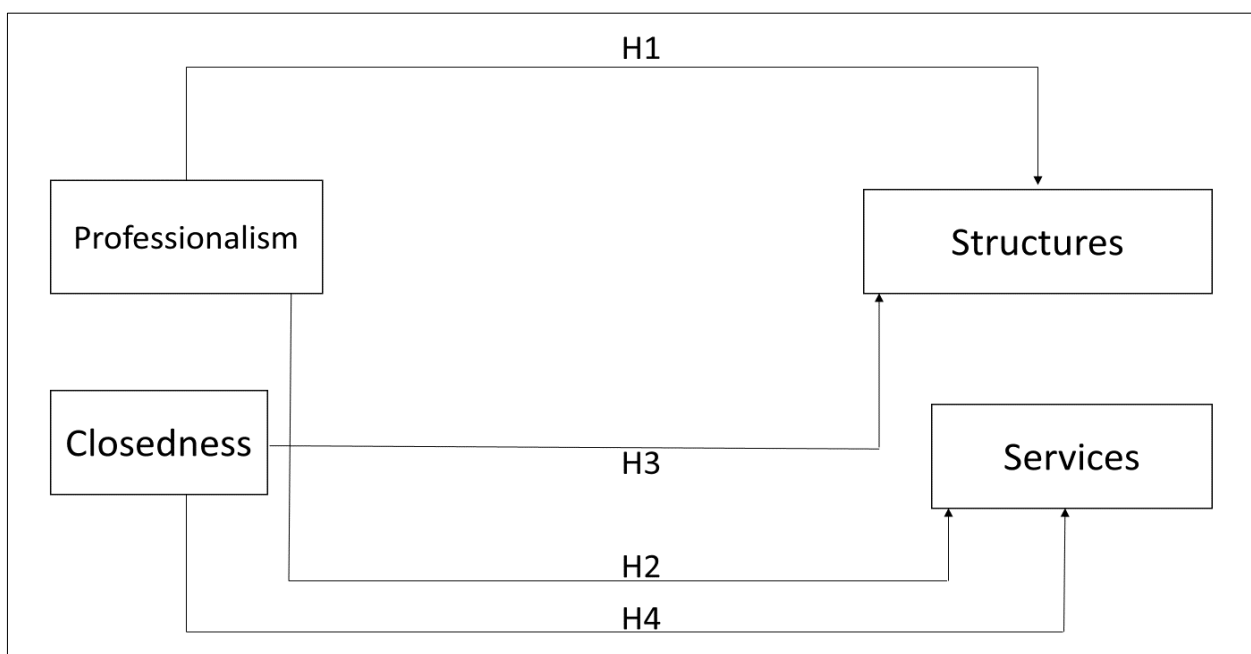


Figure 1. Research framework

2. Materials and Methods

This study encourages reaching the four research hypotheses and the results they achieved, this study uses the quantitative method. The researcher used the questionnaire and selected a sample of employees. The researcher distributed (94) questionnaires to employees at the Baghdad Packaging Materials Company, and (90) valid questionnaires and four invalid ones were missing. The questionnaire had seven options, and one question was chosen when answered by the random sample, starting with "strongly agree" and ending with "strongly disagree".

3. Results and Discussion

The data that must be studied must be determined to reach the desired results. See Figure 2 that the factors add up to Then the degree of evaluation is determined according to the reliability method [21]. Which means that all evaluations are supportive and reliable and the largest value in 0.794 and results mean, standard diversion. See Table 1.

Table 1. Validity and Reliability

Items	Cronbach's Alpha	Mean	Std. Devensian
PR	0.881	24.7333	5.93561
CL	0.911	25.7667	6.01319
ST	0.794	25.4111	5.70215
SE	0.863	24.3778	5.83207

In Table 2: The researcher obtained (Renk, Modern) and it became clear that the four hypotheses supported the study, and the desired, highly significant results were obtained.

Table 2. Rank and level

Items	Cronbach's Alpha	Rank	Level
PR	0.881	2	Moderate
CL	0.911	1	Moderate
ST	0.794	4	Moderate
SE	0.863	3	Moderate

The correlation to variable coefficient was also created by the researcher for statistical analysis using SPSS. See Table 3.

Table 3. Correlation to variable

	Items	PR	CL	ST	SE
PR	Pearson Correlation	1	.810**	.529**	.668**
	Sig. (2-tailed)		.000	.000	.000
	Sum of Squares and Cross-products	125.424	102.976	63.715	82.363
	Covariance	1.409	1.157	.716	.925
	N	90	90	90	90
CL	Pearson Correlation	.810**	1	.707**	.746**
	Sig. (2-tailed)	.000		.000	.000
	Sum of Squares and Cross-products	102.976	128.724	86.265	93.157
	Covariance	1.157	1.446	.969	1.047
	N	90	90	90	90
ST	Pearson Correlation	.529**	.707**	1	.716**

SE	Sig. (2-tailed)	.000	.000		.000
	Sum of Squares and Cross-products	63.715	86.265	115.752	84.721
	Covariance	.716	.969	1.301	.952
	N	90	90	90	90
	Pearson Correlation	.668**	.746**	.716**	1
	Sig. (2-tailed)	.000	.000	.000	
	Table 3: Correlation to variable (Continued)				
	Items	PR	CL	ST	
	Sum of Squares and Cross-products	82.363	93.157	84.721	121.086
	Covariance	.925	1.047	.952	1.361
	N	90	90	90	90

In this study, the researcher continues to obtain statistical results. In this research, the regression factor is extracted. See Table 4.

Table 4. Regression to variable

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	148.039	4	37.010	69.114	.000 ^b
Residual	45.517	85	.535		
Total	193.556	89			

In this study, the researcher obtained four positive hypotheses. See Table 5.

Table 5. Hypothesis results

Items	Relationship		p-value	Result
H1	PR	ST	0.881	Accepted
H2	PR	SE	0.863	Accepted
H3	CL	ST	0.794	Accepted
H4	CL	SE	0.911	Accepted

The researcher obtained reduction by extracting from SPSS statistical. See Table 6.

Table 6. Reduction result

1	5.226	52.257	52.257	5.226	52.257	52.257
2	1.316	13.161	65.418	1.316	13.161	65.418
3	1.035	10.354	75.773	1.035	10.354	75.773
4	.576	5.761	81.533			
5	.489	4.891	86.424			
6	.412	4.123	90.547			
7	.350	3.496	94.044			
8	.269	2.691	96.735			
9	.191	1.910	98.645			
10	.135	1.355	100.000			
Component Component Component	Initial Eigen value			Extraction Sums of Squared Loadings		
	Total	% of variance	Cumulative %	Total	% of variance	Cumulative %

4. Conclusion

1. Obtained between dimensions of the administrative structure and the dimensions of employee services.
2. Reached confirmed four hypotheses and impact the administrative structure on employee services.
3. All samples obtained by the researcher confirmed the necessity and importance of improving the administrative structure distinct providing services.
4. Access to the best modern means and methods, continuous improvement, and encouragement of the importance of the competitive factor between companies.
5. Constant reliance organizations to increase and develop performance and meet the needs of employees.
6. Emphasis on adopting the application of this study to institutions for the purpose of benefiting them in raising production efficiency.

5. Recommendations

1. Encouraging the dimensions of the administrative structure in companies towards better efficiency.
2. Paying attention to advertisements and encouraging them because of their successes in developing organizations and achieving great profits.
3. To achieve the necessary goals, we must rely on continuous improvement according to the standards of the administrative structure.
4. Continuous training for employees according to modern technology to increase performance efficiency and avoid risks.
5. Continuous emphasis on continuous follow-up of companies and ensuring that the plans that have been developed are implemented.

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