HRM applications and its effect on Employees satisfaction and innovation
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ABSTRACT
This study aims to provide training, performance evaluation, remuneration, and training of employees in human resource management practices. It is to determine whether empowerment has an impact on employee job satisfaction, innovative behavior, and individual performance. In this context, a questionnaire was applied to 226 people who are employees of a public institution located at Tesla, Inc. in California. Results of the study, In human resource management practices, training and empowerment of employees have a positive impact on job satisfaction and employees. It was determined that empowerment positively affects individual performance and innovative behavior.

Keywords: HRM, Training, Performance appraisal, reward, Education, Personnel Retrofit, recruitment Determine empowerment, innovative behavior, employees satisfaction

1 Introduction
The purpose of this study is to determine how firms application and strategic human resource management tools first to improve the organization and then a reflection of employee behavior. The theoretical framework of this study is that human resource management tools would be effective in firms' processes and later on employees' HRM practices are undoubtedly handled with importance in the conditions brought by today while human beings were evaluated like other factors of production in the past, today production and service are obtained has become very important in the process. The basic element of competition is the human element. In this process, their success depends on the quality of the human resources they have. Accel Consulting (2017) HR is one of the most important factors of any association the reason for this is that HR is at the core of any association and the success of the association is largely dependent on the HR practices that are in place within the organization. (Purcell et al, 2003)

The main challenges of enforcing HRM in teals are limited coffers for training, challenges from trade unions, recognition of HRM in contributing to business access and achievement, retrenchment, and downsizing, organizational work heritage, and limited exploration in the field of HRM. In this regard noted that except mortal resource in an association, all the other coffers present are rendered static. Human resources managers are worried about the control of humans in an Organization to attain the set goals and goals of the employer. All other sources, such as, cash, materials, era, and techniques are equally crucial however the significance of Human resources is paramount because of the reality that it is the thing that offers lifestyles and dynamism to Other elements of manufacturing. Organizational human beings offer the abilities, capabilities, and efforts for the successful overall performance of any business enterprise critically depends. Guest (2011:11)

Substantial evidence now exists that suggests that extra successful groups are the ones wherein human beings or Human sources form the imperative awareness of control. It's been broadly stated, in Literature and practice, that human resources are the most vital property of each Enterprise. Reilly P (2012)

2 Literature review
The concept of HRM is one of the fields of management that gained Recognition within the closing 30 years or so. Even though HRM is the most famous Research region, there may be no universally frequent and typically acknowledged single definition (Paauwe, 2009). For example, Armstrong and Taylor (2014) described HRM as a strategic, integrated, and clear Attitude to employment, improvement, and well-being of the person Functioning in agencies. Further, Wall and timber (2005) described HRM as a term representing a business enterprise's activities of attracting, Growing, and managing employees. In the HRM literature, there are Specific definitions are made by using numerous pupils. In their empirical overview, Boselie et al. (2005) posited that there is no consensus on the
definition And the dimension of HRM. The final objective of HRM is to approach- Privately managing HR as an asset (Armstrong and Taylor, 2014) Despite the development of HRM studies, the concern continues to be evolving and Requires greater research (Paauwe, 2009). Those all mean that The subject of HRM is the present process of enormous transformation.

In the HRM performance debate, the conceptualization of the terms and the set of practices used are the maximum fundamental part (Lepak et al., 2006). The term HRM gadget is the most critical component due to the fact exclusive Studies utilized distinctive terminologies and sets of practices (Boselie et al., 2005; Combs et al., 2006). For instance, Snape and Redman (2010) Define the HRM system as encompassing interrelated HR practices. Sar-Iddakis et al. (2016) conceptualized HPWP as a fixed of different but inter-Related, collectively reinforcing HR practices. Datta et al. (2005) define It is a gadget of practices aimed to enhance the skills, commitment, and Productivity of personnel. In his e-book, Armstrong (2009) Defined the HRM machine as “an included and coherent package of Mutually reinforcing practices”.

Additionally, Lepak et al. (2006) categorized the HRM gadget into excessive-overall performance painting structures, excessive involvement devices, Excessive-dedication structures, the manipulation machine of HR, and occupational protection for customer support. While evaluating the empirical studies, it changed into realized that there are Diverse terms given for HRM gadgets inclusive of a high-performance work Device (Boxall and Macky, 2009) or excessive involvement work Practices (Huselid, 1995), or excessive-overall performance HR practices (Kehoe and Wright, 2013) or high dedication (Huselid, 1995; Gould-Williams, 2003; Alves Et al., 2013). Nevertheless, they may be a substitution of 1 difference and Their closing essence is to affect performance results (Wall and wood, A.T. Tensay, M. Singh Heliyon (2020) The innovations experienced in all fields of science and technology bring institutions to an intensely competitive environment. This intense competition to maintain the life of many institutions in it, to provide good production and service, and to increase their productivity, the more they are aware of the need for effective management. In the competitive process, quality production and service of the basic elements it requires is well-trained, identified with the organization, continuously developed, open to innovations, and participatory, it is a continuous workforce that presents constructive ideas and is creative. That is, the result of all these listed elements, which are the basic element of competition is the human element. For this purpose, the human power in organizations is used most effectively and efficiently must be used. Institutions are used to understand, interpret and understand human behaviors that are very variable and complex.

as a result of development efforts, he focused on human resource management and is an important study of academic studies it has formed its area. Today, organizations in the field of public and private sectors, science, technology, communication, and all fields are as such, they have entered a rapid change process. In this process, their success depends on the quality of the human resources they have depends. Both in public institutions and in private organizations, organizations provide quality production and service and, their ability to provide a competitive advantage is made possible by adopting people-oriented management styles. To Employees giving value, meeting the individual development needs of employees, ensuring their performance in an equal and fair manner evaluating employees with scientific methods, rewarding their employees, prioritizing the tasks performed by their employees to enable and strengthen them, support the innovation of employees, to increase their job satisfaction and it is seen that organizations that respond to their expectations provide a competitive advantage. For this reason, human resources organizations that use it effectively and efficiently are more successful in the future than organizations that cannot use it it is inevitable that it will happen.

When the literature is examined, both in the public and private sectors on the subject of human resource management practices that have been made of numerous studies show. (Pekdemir, et al., 2014; Soft, 2008; Adam and Kastler, 2017; Yigit 2010; Armstrong and Taylor (2015:26) 2009 Bektas and 2018 Crail (2006) Especially in the private sector, human resources related to management practices, personnel selection (Haznedar, 2006), and job satisfaction (Garcia 2005 Gratton2010 Handan and Oldham 1975), education guest (2011:11), innovation (Peahen, 2012, Mohammad 2013), employee overall performance (Latina and Akum 2015; Tompkins 1995), overall performance assessment (Edom and sender, 2009; Efren, 2006), Corporate overall performance (gokhakon, 2015), modern behavior (Algol, 2018; aria, 2018), as well as on many subjects along with Their relationships and outcomes have been studied. While the literature is examined, the research on the subject is focused on the non-public zone Is seen. Alternatively, the studies completed within the public subject have been carried out in a more restricted wide variety of studies compared to the private region It is observed inside the applicable literature. In general, whilst evaluated within the associated literature, human resources management The situation of their application has been researched and remains researched in unique factors. This study, in this direction, Suggests traits and especially primarily based on the confined nature of the research, performed in the public field, human resources From
control practices job pride thru schooling, performance evaluation, rewarding and a group of workers empowerment, It's miles to take a look at the issues of innovative behavior and a person's overall performance. Additionally, not like previous studies, numerous new subjects were introduced to the examination, and they have a look at becoming evaluated from a greater complete point of view Other However, concerning human sources management practices, take a look at those conducted inside the public sphere in smiths the observation changed into no longer found.

3 Basic Variables of Research

In this section, the main variables of the research are; training, performance evaluation, reward, personnel Job satisfaction, individual performance, and innovative behavior are discussed and theoretically explained with empowerment

3.1 Education

Training is training that newly hired and existing employees at the institution need to perform their jobs effectively is the process of acquiring and teaching basic skills. Alternatively, training, knowledge of employees, and skills. Therefore, training is the teaching and training carried out to enable them to help the members of the organization refers to learning activities; this information shall include the knowledge, skills, and skills necessary to fulfill their abilities, and acquire and apply attitudes

In an individual: relatively in the individual who will increase the ability to develop at work it's a learning experience about wanting a lasting change. It is usually believed that education, skills, knowledge, attitudes, or say that behavior can change. What these employees know, and how they work it may mean that they change their attitudes or interact with co-workers or managers The point to be reached by training and development activities in institutions, in all studies carried out is the effort of employees to do their job better. This effort requires a specific search as well as individual work True. Employees should find opportunities to improve themselves through the training opportunities provided by the organization Thus, the purpose of training and development is to ensure that the person has the anxiety of self-improvement and that they are lifelong acquiring the habit of learning In today's business world, it has become really difficult to survive and sustain the organization. Dazzling changes, increasing competition, and changing customer expectations and requirements to become more creative, innovative, fast, and flexible are compelling. One of the most important elements of achieving this is to give more importance and value to employees and by benefiting from the employees. Giving importance and value to employees in the organization and One of the ways to benefit at the maximum level is through training and development People Training in management practices is very important. The indispensable truth of the importance and value of human beings and contemporary societies It is known that knowledge is the main power and capital.

Education aims to enable people to acquire knowledge and skills with a certain purpose and It is a systematic stage that increases the existing knowledge and skills. At the same time, education, beliefs, attitudes, and it is a process that provides an improvement in behavior. The real purpose of training and development is to ensure that the behavior of the trained is a By modifying employees' capabilities about current and future tasks, that task In general, education is the creative power of society, and to raise the effectiveness of the highly qualified persons necessary for the realization of development is an effective tool that allows them to grow in the direction of their abilities. In this context, education is the main part of the development and forms the engine of development.

3.2 Performance Evaluation

From the point of view of management science, the concept of "performance" is defined as a means of being by predetermined objectives and standards it refers to the performance of the activity or the success of the employee in a job. In other words, a job what is it that a person, a community, or an institution that fulfills it is directed towards the goal intended for that job? is the quantitative (quantity) or qualitative (quality) expression of what it can provide (Bah and Attar, 1990: 13). Performance, overall quantitatively or qualitatively determines what is achieved as a result of a targeted and planned activity is accepted as a concept (Akal, 2015: 17) Performance in public institutions, compared to others of a public institution or to be more effective and efficient than its past or to be more effective and efficient than its past (Usta, 2010: 34-37) Performance appraisal is the process that evaluates the quantitative and qualitative aspects of an employee's job performance.

Performance appraisals should provide answers to some key and important problems of both the employee and the employer: How good I am, how I can do well, how well our employees work individually and
collaboratively what can I do to help our employees? Diverse staffs for us and employees are their actions appropriate? helps us find answers to questions such as (Leap, 1993: 332). Performance evaluation, regardless of the duties of an employee in the organization, his work, activities, deficiencies, competencies, excess, In short, is a review of the performance of the employee as a whole (Adam, 2012: 296) Performance evaluation, regardless of the duties of an employee in the organization, his work, activities, deficiencies, competencies, excess, In short, it is a review of the performance of the employee as a whole Other in a definition, performance appraisal is defined as the achievement, development, and progress that employees achieve in the task they do is measured regularly.

One of the most important applications of human resources management is the valuation of human resources. Because this process is so important that as a result of the evaluation, it is decided whether that individual will remain in the organization or not, Very important decisions are taken as a result of valuation until the increase in wages. How successful organizations in this process are If they do, the more they will increase the efficiency they will obtain from human resources (Tortop et al., 2013: 280). Company owners and managers evaluate the achievements of employees in certain periods and According to the data, they both determine the strategies of the enterprise and make decisions about the situations of their employees.

As can be understood from the above-mentioned issues, the main objectives of the system are to ensure that individual performance is healthy, fair, and determined and measured through standard criteria, inform the personnel about this, and ensure that personal performance Increases organizational effectiveness is created by developing.

3.3 Rewarding

A reward is an incentive given when employees do their job better than expected and reinforce the employee's behavior (Nasser, 2008: 666). In other words, the reward is for the employee to fulfill the responsibility, to complete his / her duty and It is defined as the earnings that will be obtained as a result of providing the service requested from him The reward system is designed by hiring people that an organization needs and to continue working in that organization strategies that increase the motivation and determination of these people and help the organization reach its goal, policies and systems are the method of developing and implementing, Types of rewards offered to employees and its feature is also important. Rewards and punishments can be both material and spiritual. Among the material rewards; money bonuses, gifts with material value; wage hikes, holidays and holiday deals, etc. can be counted first. Spiritual, social Among the awards; awards such as verbal awards, appreciation, the proliferation of authority, and promotion can be counted first. Attention Such material rewards are mostly of economic origin. Spiritual rewards, on the other hand, are mostly through verbal messages, and status and authority are relevant.

The main three stages of employee reward and appreciation programs can be mentioned: Employee reward to create an order of equality by providing just and equitable gains in return for their efforts; Employees motivate employees to maintain and improve their performance and the behaviors that the organization values and making the results clear, Another purpose of the reward system is to ensure that the organization is strategic. help her retain and develop a high-quality workforce that can help her achieve her goals is to be. To ensure development, the system is equipped to continuously improve itself in strategically important areas and Provide fair rewards to employees.

3.4 Staff Empowerment

When the concept of personnel empowerment is examined in detail, it is understood that delegation of authority, participation in management, motivation and work It seems to have a connection with the concepts of enrichment The difference between personnel empowerment and others is more the fact that it is broad and more comprehensive, and that it is not as easy and difficult to implement as others Personnel empowerment; Individuals' decision-making through collaboration, sharing, training, and teamwork it can also be referred to as the stage of increasing authority and developing individuals To the lower echelons of empowerment authority is a broader concept than its distribution, In addition to the granting of authority, subordinates are required to achieve the objectives of the organization it also includes encouragement to take responsibility and make the best use of your talents Personnel empowerment is different because it is handled both in terms of institutional relations and in terms of motivation definitions and the way they handle the issue are emerging. When evaluated in terms of a form of relationship empowerment, the power, authority, and control that the manager has, over employees who have relatively little power transfer. In terms of motivation, the employee's loyalty to the job, the positive feelings of the
employee including the work and the institution as a spiritual investment in empowerment, it is to determine its quantity and quality (Gehn, 2019: 223).

The main reason that leads businesses to personnel empowerment practices is with changing consumer requests and needs. In globalized and increasingly competitive pressure, empowerment will enable staff to be more effective and efficient is an important strategic management approach. Another important reason is that employees are now much more educated and become employees with high goals and increased expectations. Staff empowerment provides many benefits to the institution and the employee. A person who both trusts and feels safe about the employee becomes more beneficial to the organization. Considers himself better when duties, powers, and responsibilities are on the same employee will develop, his talent and creativity will increase, he will control himself without even needing a control mechanism will be able to do so, so both the employee and the institution will benefit. The energies will turn into a synergy. Institution the decisions taken will be taken quickly, flexibility will increase in the work done and in the work done internal and external customer satisfaction will increase, cumbersomeness in the institution will end and mobility will accelerate, the organization will gain change, competitiveness will increase, alternative product and business opportunities will arise. The use of new technological opportunities will increase, closed information will be open, knowledge sharing will increase, information technologies will be utilized and competitiveness will increase. Strengthened as a result of institutions or organizations, both the institution will win and the employees will win, and also from the product or service beneficiaries will win.

Job satisfaction is generally defined as the work performed by the employees, the supervision, wages, working conditions, and the employees themselves as a result of feeling positive about various factors such as development opportunities, social relations, and the work environment can be considered as a state of satisfaction. Job satisfaction, reaction to one's job or the sum of their emotions. In another definition, job satisfaction is the general attitude of a person towards his job. However, this attitude of the employee can be positive or negative. Job satisfaction, then, is the mood that emerges in one's work experiences, while the negative reactions of the employee to his job can be defined as job dissatisfaction. VI Job satisfaction consists of a good balance that exists between the organization and the person, the level of harmony and perceptions.

such as audit methods in the business environment, a policy followed, business group membership, working conditions, and promotion opportunities factors. If an individual is highly satisfied, he shows positive attitudes and behaviors, the degree of satisfaction if it is low, their attitude and behavior towards their work are negative. So job satisfaction work with the person who works. While positive interaction and perception occur between the environment, dissatisfaction occurs in the opposite case. The importance of job satisfaction began to be understood in the 1930s with Hawthorne's research. The importance of job satisfaction is the last over the years it has increased for two reasons. The first is to know the thoughts and perceptions of employees about their jobs. Request the second is that the attitudes of employees about their jobs are determined by managers to be determined by performance, efficiency, is the desire to know the impact on outcomes such as creativity. Institutions are characterized by the employee's participation in the organization they enter into an unwritten psychological agreement. This psychological agreement on wages and working conditions it is an addition to the economic agreement. If the organization pays attention only to the economic agreement, it is not written psychologically. If the agreement does not give due importance, employees begin to lose interest in the work. Because the motivation here covers an important place. Addressing not only the work between the manager and the employee but also the feelings of the employees. Must Managers can learn about job satisfaction by observing their employee's work done by the employee as a result, there is an expectation. When he achieves success, he takes great pleasure in this and this feeling motivates the working person and accomplishes job satisfaction.

Job satisfaction or satisfaction generally Enjoyment of the work of working people expresses their situation. Job satisfaction is effective in increasing customer satisfaction, especially in the service sector, and showing the success of the institution is happening. In sectors where people provide services to people, the attitudes and behaviors of employees in the provision of goods and services are stated that it is the determinant of quality. Corporations ensure the job satisfaction of employees. They apply some managerial strategies to increase it. Efforts to increase job satisfaction result, in positive results in the performance and business activities of employees who experience a high level of job satisfaction is happening that employees with job satisfaction work harder to provide higher quality service, and their relations with the institution they work for are strengthened and that their duties are more qualified they stated that their inclination to do so increased.
3.5 Individual Performance

Performance is a meaning of foreign origin. In Turkish, the act is used as success. However, the log As in spoken and written language, the word performance is more intensely used in the field of human resource management (Halva, 2003: 7). The concept of "performance" from the point of view of management science is based on predetermined objectives and it refers to the performance of an activity by the standards or the success of the employee in a job. In other words, a person, a person, a society, or an institution performing a job is required to do so for the purpose for which that work is intended is the quantifiable (quantity) or qualitative (quality) expression of what it can provide (Bah and Attar, 1990: 13).

Public performance in its institutions is more effective and efficient than that of others of a public institution or its history. Individual performance, employees fulfill the expectations of the organization to achieve the goals of the organization to make the highest level of effort, and ensure that the outputs of this effort are again the is to show parallelism to their goals and objectives. Individual job performances of employees as it increases, the performance of the institution also increases. The most important element for organizations to achieve their organizational goals employees. An organization can achieve its goals determined by the level of performance of its employee’s performance is seen as important in the organizational sense, and in some sectors, it is vitally important (KPMG, 2012: 98).

Assume Employees' talents and working methods form the basis of organizational outputs individual performance is more prominent in institutions. Employees of the institution shall be responsible for when they match their goals and values with their own goals, and that organizational goals align with their own ideals to maximize individual performance levels when they perceive them and to provide more efficient services to the institution they work for they push their capacity to be. (OECD, 2005). Affecting the individual work performance of employees and there are many personal, organizational, and environmental factors that are considered manageable. Of these variables many parts of it affect the performance of employees positively or negatively. Individual characteristics of the employee, skills, vocational training level, the working policies of the institution, elements such as job design are on individual performance effective.

3.6 Innovative Behavior

The concept of innovation is derived from the Latin word "innovare", which means to renew, make new, and change is a concept. The concept of innovation is; a new idea, approach, method, process, structure, behavior, or talent and is defined as technology (Cheng & Nasrudin, 2011). Innovation according to another definition; is new processes, products, or services find, develop, improve, adapt and commercialize (Jorde and Teece, 1992: 48). The concept of innovation (MacMillan & Schuler, 1984). to create a different use of existing information in organizations or to create new it can be expressed as making a difference by generating ideas.

This concept is the use of a product or service that is out of the box. If it is expressed in the form of development, this will also affect new organizational structures, management techniques, and new business styles. Covers. There are many definitions of innovation. According to Crimea, the definition of innovation is that institutions apply different and new ideas so that they can compete with each other and provide a competitive advantage. According to Barker, the definition of innovation is; customers' requirements to be able to satisfy customers is to create innovative, innovative new resources (Barker, 2001: 22).

Innovative behavior is defined and explained in different ways. The most recognizable of these is a person, who sees innovation in the working system as the degree to which it connects faster than other employees' approach. Another approach is to ensure that the employee's innovative behavior towards a new product or service is individualized. Innovative work behavior can be said as volunteering, new to the working environment of employees. However, it is the individual behavior that enables him to present useful ideas, processes, and products, but only one opportunity the search and the formation of new ideas, but also the exchange and application of new knowledge, or personal including behaviors aimed at advancing the processes necessary to improve performance and business performance. Reveals (Caliskan, 2010).

Both scientists and researchers believe in the importance of innovative business behaviors, which are of great importance for organizations. Although they have noted, "the extent to which employees have innovative work behaviors and how they adopt these behaviors measurement of the degree to which they use it in their work" (Jong and Hartog, 2008: 4). In the competitive environment that has emerged with the phenomenon of globalization, the survival of institutions the need to include innovative management strategies as well as employees
who are open to innovation increasingly understood. Because of intense competition and continuous changes and developments in the field of technology, its renewal greatly affects organizations.

**Relationships Between the Basic Variables of Research and Related Hypotheses**

The Relationship Between Education and Job Satisfaction, Innovative Behavior and Individual Performance Training in the field of human resource management, people or groups formed by individuals, undertaking in the institution or To fulfill the duties they can undertake in the future more effectively and with high quality, the professional knowledge of the employees expanding their understanding, thinking, rational decision-making, developing their behavior and attitudes, but also in their understanding all educational practices that aim to provide positive changes and increase knowledge, manners, and skills (Sabuncuoğlu, 1994: 124). When the literature is examined, education; job satisfaction, innovative behavior and individual it is seen that studies investigating the relationship between performance have been carried out in his research concluded that training and development practices positively affect the job satisfaction of employees. On the other hand, In research (2018), Sozble. et (2018) look In the study, the positive and meaningful relationship between training practices on the innovative behavior of employees has been found to be. The researcher argues that training practices lead employees to innovative behavior stated. In another study, Yılmaz (2009) examined the individual performance of employees of training applications and concluded that it had a positive and meaningful effect. The training that employees receive within the organization is based on their and their productivity will increase. In light of these explanations, education; job satisfaction, and innovation to test whether there is a positive effect on behavior and individual performance, the study should first, The second and third hypotheses are constructed as follows:

- H1: Education positively affects job satisfaction.
- H2: Education positively influences innovative behavior.

The Relationship between Performance Evaluation and Job Satisfaction, Innovative Behavior and Individual Performance Today, many institutions have created and implemented a performance evaluation system within themselves. we see. Evaluation of the performance of employees at regular intervals, both employees and managers provide many benefits for the institution. Evaluation of employee performance, at least what employees are asked expected, what are the working standards that are considered necessary in the job in which they are located, what behaviors are positive, and makes it possible to determine in advance which behaviors are negative. Evaluated against these criteria the person learns about their strengths and weaknesses and the degree of success Thus, it will correct and improve itself finds. This allows the person to be satisfied with their job and to try to do better and work more efficiently (Attitude, 1979: 153-154). Performance evaluation; job satisfaction, innovative behavior, and individual The relationship between performance has been addressed by some researchers. With the relationship between performance evaluation and job satisfaction In the related Soft (2008) study, the positive effect of performance evaluation on employees’ job satisfaction and in an evaluation system where the ideas and thoughts of the employees are included, the work that their satisfaction increased. The relationship between performance evaluation and innovative behavior (David, 2013) In their fieldwork on SMEs, they concluded that performance evaluation affects innovative behavior, they have reached. To develop a performance measurement system that focuses the personnel on the target defined in the strategy They mentioned that making rewards will increase innovative behavior ideas. Performance (Oluigbo & Imo, 2014) in their study on the relationship between evaluation and individual performance, talked about the establishment of an objective evaluation system and the performance evaluation of the employees individually stating that they would improve their performance. According to the results obtained from here, the study of the fourth, fifth, and sixth hypotheses is constructed as follows:

2) H5: Performance Evaluation positively influences innovative behavior.
The Relationship Between Staff Empowerment and Job Satisfaction, Innovative Behavior and Individual Performance

The most important purpose of making rewards for employees in institutions is to determine both the duties of the employees and the It includes increasing motivation by loving the workplace (Adam, 2005: 125). Employees get rewarded for their success as a result of being appreciated by managers, behavior patterns cause it to change, to develop, and make new ones come out in the middle. If the employee is rewarded, the work causes him to be motivated to show more success in his life (Dave, 2002: 48). With rewards looking at previous studies that have been done, the relationship of rewarding to job satisfaction; Aries (2007) ) Garb He made lignite to measure the impact of reward systems applied to employees in his business on job satisfaction. In his research, he concluded that reward affects job satisfaction. An effective rewarding system will ensure the job satisfaction of employees (Business, 2015) In their studies, they concluded that rewarding positively affects the innovative behavior of employees.

Rewards such as material (money, gifts) and spiritual (appreciation, promotion) indicate that employees exhibit innovative business behavior, stated. The relationship between rewarding and individual performance In (Alvi, Surani & Hirani, 2013) study, rewarding that it has a positive effect on the performance of the personnel and the individual job performance of the rewarded employee is increased. result. According to the results obtained from here, the seventh, eighth, and ninth hypothesis of the study It is set up as follows:

1) H10: Staff Empowerment positively affects job satisfaction.
2) H11: Staff Empowerment positively influences innovative behavior.
3) H12: Staff Empowerment positively affects individual performance.

4 Methodology of the Research.
5.1 Purpose of the Research.
The aim of this study is to learn from human resources management practices; training, performance evaluation, rewarding, and the impact of staff empowerment on employee job satisfaction, individual job performance, and innovative business behavior to determine whether it is or not In this context, a field in a public institution operating in management Tesla Motors.

Research Methodology and Sample
Research involves cross-sectional field research in a quantitative pattern. The world of research is shared by the public at Tesla Motors Total number of twelve thousand employees study sample 516 an employee of an institution working in this sector Minimum sample calculated for study The number is 220.(TESLA MOTORS. A BUSINESS MODEL INNOVATION IN THE AUTOMOTIVE INDUSTRY.p84.pg1 .access's by https://tesi.luiss.it/16605/1/659181.)

Data collection process and tool.
The questionnaire form will be used as a data collection tool in the study Delivery of the questionnaire form by e-mail to the company's employees will be collected and applied one on one with approximately 300 employees working in different survey management units In the first part of the three-part questionnaire, demographic characteristics (e.g. age, gender, education) there are questions to recognize Includes questions about (e.g. training, performance appraisal, reward) and engagement from employees They were asked to indicate their grades. In the questions of the third part of the questionnaire job satisfaction of employees, the innovator aims to determine individual behavior and performance and asked them to indicate the degree of their participation. In the field of research, the scales used in the second and third sections are as follows:
Education scale: The education scale is a six-item scale and was used by David (2012) in this study The scale was used.
Performance evaluation scale: The performance evaluation scale, by Guest, Michael, Conway & Sheehan,(2003) is the three-item scale used in the study and adapted by Kuzutrk (2016) it was also used in this study.
Reward scale: The reward scale Chin- (2006) developed by four It is an itemized scale and the scale adopted by Kuzutrk (2016) was also used in this study.
Personnel empowerment scale: Consists of 12 items taken from Spreitzer (1995). The four dimensions of empowerment three expressions were used to measure each one. This scale was also used by Desert (2008).
Individual performance scale: Employee job performance scale, first Kirkman and Rosen (1999) and then, The four-item scale used in the studies conducted by Sigler and Pearson (2000) was used. Desert of this scale (2008).

Job satisfaction scale: A five-item scale adapted from the work of Hickman and Oldham (1975) Adapted by Besom (2009) and used in this study.

Innovative behavior scale: The ten-item scale developed by De Jong and Den Hartog (2010) was used. The scale, which was previously applied by Kor (2015), was also used in this study.

The questionnaire created to measure the three variables considered within the scope of the research is based on the five-point Likert scale has been prepared according to. Scales 1: Strongly disagree, 2: Disagree 3: I'm undecided, 4: I agree, 5: I strongly agree. In the study, the scales used to measure the three variables in the research model, are scales whose validity and reliability have been validated.

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As a result of the applied safety analysis, the Cronbach alpha value of the training scale was .925 performance Cronbach alpha value for the evaluation scale, 864 Cronbach alpha value for the reward scale, 866 Cronbach alpha value for the Employee Empowerment Scale is the Job Satisfaction Scale .851 value of the Individual Performance Scale The Cronbach alpha value was found to be .880 and the Cronbach alpha value for the innovative behavior scale was found to be .932. The results of the reliability analysis meet expectations. Of all the variables accepted in the literature, the ratio of .70 (Kaya and Kaisen 2014: 112). All these variants are well above 70. He has been recognized at a good level.

5.4 Model of the Study

The model of the research is as shown in Figure 1

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5.5. Regression Findings

In order to test the hypotheses of the study, multiple regression analysis was performed and the results were included and evaluated. In other words, regression analysis was performed to test the effect of independent variables on dependent variables .the results and evaluations are given below. The first of the research is “H1: Education positively affects job satisfaction”, the fourth is "H4: Performance evaluation, job positively affects
satisfaction”, seventh “H7: Rewarding positively affects job satisfaction.” and the tenth “H10: Multiple regression analysis was performed to test the hypotheses of "Personnel empowerment positively affects job satisfaction” and the results are shown in Table 2.

<table>
<thead>
<tr>
<th>Model</th>
<th>Standardization</th>
<th>Error coefficient</th>
<th>Standard Coefficients (Beta)β</th>
<th>T</th>
<th>P</th>
<th>F</th>
<th>R²</th>
<th>∆R²</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed</td>
<td>5,036</td>
<td>1,552</td>
<td></td>
<td>3,244</td>
<td>.001</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>.740</td>
<td>.341</td>
<td>.164**</td>
<td>2,167</td>
<td>.031</td>
<td>16,110</td>
<td>.226</td>
<td>.212</td>
</tr>
<tr>
<td>Performance Evaluation</td>
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<td>.371</td>
<td>-.058</td>
<td>-.658</td>
<td>.511</td>
<td>16,110</td>
<td>.226</td>
<td>.212</td>
</tr>
<tr>
<td>Rewarding</td>
<td>.295</td>
<td>.338</td>
<td>.067</td>
<td>.871</td>
<td>.384</td>
<td>16,110</td>
<td>.226</td>
<td>.212</td>
</tr>
<tr>
<td>Staff Strengthening</td>
<td>2,822</td>
<td>.436</td>
<td>.404**</td>
<td>6,469</td>
<td>.000</td>
<td>16,110</td>
<td>.226</td>
<td>.212</td>
</tr>
</tbody>
</table>

Dependent Variable: Job Satisfaction (*p<0.05**p<0.01).

Table 2 examined, the job satisfaction of performance evaluation, rewarding and personnel empowerment was examined. % it is seen that he explained 21.2 of them. As a result of the applied regression analysis, the job satisfaction of education in a positive direction it is observed that it affects (β=.164; p<0.05). According to this result, the H1 hypothesis was supported. The regression analysis performed as a result, it is seen that performance evaluation does not positively affect job satisfaction (β=.058; p>0.05). This according to the results, the H4 hypothesis was rejected without support. Considering the regression results, rewarding work it does not seem to have a positive effect on satisfaction (β=.067; p>0.05). According to this result, the H7 hypothesis is not accepted by it was rejected. When the regression analysis result is interpreted, the job satisfaction of personnel empowerment is positively it is observed that it affects (β=.404; p<0.05). According to this result, the H10 hypothesis was supported. In the research, H2, H5, H8 and H11 “H2: Education positively affects individual performance.” “H5: Performance evaluation positively affects individual performance.” “H8: Rewarding, individual performance in a positive direction affects.” and "H11: Personnel empowerment positively affects individual performance” to test the hypotheses of multiple regression analysis was performed and the results are shown in Table 3.

<table>
<thead>
<tr>
<th>Model</th>
<th>Standardization</th>
<th>Error coefficient</th>
<th>Standard Coefficients (Beta)β</th>
<th>T</th>
<th>P</th>
<th>F</th>
<th>R²</th>
<th>∆R²</th>
</tr>
</thead>
<tbody>
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<td>Fixed</td>
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<td>.261</td>
<td>10,358</td>
<td>.000</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>.042</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Performance Evaluation</td>
<td>.018</td>
<td>.062</td>
<td>.026</td>
<td>.289</td>
<td>.773</td>
<td>11,679</td>
<td>.175</td>
<td>.160</td>
</tr>
<tr>
<td>Rewarding</td>
<td>-.161</td>
<td>.057</td>
<td>-.225*</td>
<td>-.285</td>
<td>.005</td>
<td>11,679</td>
<td>.175</td>
<td>.160</td>
</tr>
<tr>
<td>Staff Strengthening</td>
<td>.484</td>
<td>.073</td>
<td>.394**</td>
<td>6,099</td>
<td>.000</td>
<td>11,679</td>
<td>.175</td>
<td>.160</td>
</tr>
</tbody>
</table>

Dependent Variable: Individual Performance (*p<0.05**p<0.01)

When Table 9 is examined in the light of these data; training, performance evaluation, rewarding and personnel it is seen that empowerment explains 16% of individual performance. As a result of the regression analysis performed it is seen that education does not positively affect individual performance (β=.057, p>0.05). As a result of this result, H2 the hypothesis was not supported and rejected. If we look at the H5 hypothesis result in the research, the performance the evaluation does not have a positive effect on individual performance (β=.026; p>0.05). According to this result, the H5 hypothesis it was rejected. When we examined the result of the H8 hypothesis, it was found that rewarding negatively affects individual performance it is observed (β=-.225; p<0.05).
According to this result, the H8 hypothesis was rejected. Finally, the result of the H11 hypothesis if we examine, it is seen that personnel empowerment positively affects individual performance ($\beta=0.394; p<0.01$). This according to the results, the H11 hypothesis was supported. In the research, H3, H6, H9 and H12 hypotheses, “H3: Education positively affects innovative behavior”, “H6: Performance evaluation positively affects innovative behavior”, “H9: Rewarding, innovative behavior positively multiple regression for testing” and “H12: Staff empowerment positively affects innovative behavior” the analysis was performed and the results are shown in Table 4.

<table>
<thead>
<tr>
<th>Model</th>
<th>Standardization</th>
<th>Error coefficient</th>
<th>Standard Coefficient (Beta)$\beta$</th>
<th>T</th>
<th>P</th>
<th>F</th>
<th>R²</th>
<th>$\Delta$R²</th>
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</thead>
<tbody>
<tr>
<td>Fixed</td>
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<td>0.250</td>
<td></td>
<td>7.772</td>
<td>0.000</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>0.037</td>
<td>0.055</td>
<td>0.052</td>
<td>0.676</td>
<td>0.500</td>
<td>13.926</td>
<td>0.201</td>
<td>0.187</td>
</tr>
<tr>
<td>Performance Evaluation</td>
<td>-0.041</td>
<td>0.060</td>
<td>-0.060</td>
<td>-0.679</td>
<td>0.489</td>
<td>13.926</td>
<td>0.201</td>
<td>0.187</td>
</tr>
<tr>
<td>Rewarding</td>
<td>0.015</td>
<td>0.054</td>
<td>0.022</td>
<td>0.280</td>
<td>0.780</td>
<td>13.926</td>
<td>0.201</td>
<td>0.187</td>
</tr>
<tr>
<td>Staff Strengthening</td>
<td>0.493</td>
<td>0.070</td>
<td>0.445**</td>
<td>7.013</td>
<td>0.000</td>
<td>13.926</td>
<td>0.201</td>
<td>0.187</td>
</tr>
</tbody>
</table>

Dependent Variable: Innovative Behavior (*p<0.05**p<0.01)

Table 10 shows that training, performance evaluation, rewarding and staff empowerment are innovative it is seen that it explains 18.7% of the behavior. As a result of the regression analysis, the innovative behavior of education it does not seem to have a positive effect ($\beta=0.052; p>0.05$). According to this result, the H3 hypothesis was rejected. Otherwise, it is seen that performance evaluation does not positively affect innovative behavior ($\beta=-0.060; p>0.05$). This according to the results, the H6 hypothesis was rejected. When the H9 hypothesis is examined, the innovative behavior of rewarding is positive it does not seem to have any effect on the direction ($\beta=0.022; p>0.05$). According to this result, the H9 hypothesis was rejected. Finally, the staff it is seen that empowerment positively affects innovative behavior ($\beta=0.445; p<0.01$). According to this result, H12 the hypothesis is supported.

5.6 Analysis of Data

The data obtained from the study were analyzed with SPSS 23.0 statistical program. Research scales Internal consistency analysis was performed with Cronbach Alpha to test its reliability. Verifying research hypotheses Correlation analysis was performed to reveal the relationships between the variables before the regression analysis.

Independent variables (training, performance evaluation, and rewarding, personnel empowerment), dependent variable Multiple regression analysis to show its impact on (job satisfaction, innovative behavior, and individual performance) Used.

5.7 Findings of the Study.

In this part of the study, the statistical analysis results of the obtained data are included To research the reliability values of the scales used, frequency analysis of the demographic characteristics of the employees, and correlation and regression analyses used in testing hypotheses were included and the findings were evaluated. The result of the study human resource management practices; training, performance evaluation, rewarding, and Empowering employees, and employees; has an impact on job satisfaction, innovative behavior, and individual performance It was supposed to be determined that it was not. Within the scope of this study, at Tesla Motors A questionnaire was applied to working individuals. The results obtained The search result is summarized below and Discussed.

The first hypothesis of the study (H1: Education Positively Affects Job Satisfaction) was supported in this study. Education has also been identified as a result of the association as having a positive correlation with job satisfaction. This result is that staff training Emphasizes how important it is to achieve job satisfaction for them, in the relevant literature, education is also used by employees How positive the results are, is discussed. Training & Development Most Common Human Resources It found that education had a positive impact on job satisfaction.
and came to the following conclusions: The education system in it has decided that it is organized by taking the suggestions and opinions of all employees from the highest level. Enterprise their goals are lowered from senior management to the lowest level and employee goals are reduced to the lowest level employee goals proceed from the principle of equal opportunities to develop all the competencies necessary to achieve it, each staff training programs are prepared and delivered to employees at the right time in the right environments and content determined The employee who starts work knows what training he will receive in line with his career plan, meaning that he decided that it increases job satisfaction of employees. Garcia (2005) in his studies, training, development, and staff work stated that it had a positive effect on his satisfaction.

The second hypothesis of the research (H2: Education positively affects individual performance) is in this study rejected as unsupported. As a result of the correlation analysis, it was determined that there was no relationship between them. Contrary to the result of the study Kimanzi and Gachunga (2013) stated that in field studies, the training was carried out by the employees in individual work performance. Improving themselves with the training that employees receive in-house That their motivation towards the institution and their work will increase and the investment made in them by the employees will make them happy recommend that they will perform successfully by working more efficiently and more selflessly.

The third hypothesis of the study (H3: education positively affects innovative behavior) was rejected in this study. As a result of the correlation analysis, it was found that they were in a positive relationship. Some theoretical research and innovation Investigate the importance of training practices in increasing the ability and knowledge level of employees (Mabey and Salaman, 1995; Schuller and Jackson, 1987). In some studies, the level of innovative behavior with educational practices It was found that the relationship between educational practices positively affects innovative behavior (Mark 2016) in the opposite direction. They stated that they had reached conclusions. In this research, the innovative behavior of educational practices is positive it was found not to affect. In light of the explanations we have made above, education is indispensable for organizations We mentioned that it was critical. If we consider the results of previous studies. Professional training and development programs; assists the acquisition of knowledge, abilities, and abilities of the personnel Current job of staff allows them to develop and nurture their activities. Thanks to professional training and development, employees are less they can achieve higher performance with surveillance Suipilair (2018)

In the study, it was concluded that internal training practices positively affect the innovative behavior of employees The following recommendations were given: professionalism, job motivation, namely the dimensions of on-the-job training, educational organization and perception of training increases the self-efficacy of the employee; as well as professionalism, educational organization Since perception and self-efficacy related to training are factors that increase the innovative behavior of the employee, The organizations have indicated that they should show due attention and importance to these elements.

The fourth hypothesis of the research (H4: Performance evaluation positively affects job satisfaction) is based on Supported. As a result of the correlation analysis, it was concluded that they were in a positive relationship. Made As a result of the literature review, in some research, performance evaluation in parallel with the results of this study it has been found to have a positive effect on job satisfaction. In the Soft (2008) study, performance concluded that the evaluation had a positive effect on job satisfaction and that the performance evaluation took into account employee satisfaction, making more use of the system while contributing to the adequacy of the system He mentioned that it had a result. Consideration of the thoughts of the personnel in the performance evaluation system and their inclusion of them in the system makes positive contributions to the effectiveness of performance appraisal. Employees are fairer in the performance evaluation system where their thoughts and ideas are included they think they are being evaluated.

The fifth hypothesis of the study (H5: Performance evaluation, positively affects individual performance) is that this area In our research, it was concluded that performance evaluation does not positively affect individual performance. As a result of the correlation analysis, it was determined that there was no relationship between them. Individual performance evaluation In the literature research we have done on the effect on performance, in the researchers conducted in different sectors, It is seen that performance evaluation affects individual performance in general Tompkins (1995) in his evaluation, performance evaluation, human resources practices that it is one of the important application tools and that it increases the job performance of employees.

The sixth hypothesis of the study (H6: Performance evaluation positively affects innovative behavior) is in this study rejected as unsupported. As a result of correlation analysis, it was obtained that there was no relationship between them. The effect and results of performance evaluation practices on innovative behavior are not positive, studies on this subject (Edema and seneldir, 2009; Erin, 2006) to similar conclusions to this study they have reached.
Brit (2013) also examined the innovative behaviors of performance evaluation in his field study and has concluded that it does not affect positively and while the performance evaluation system is applied to the institution, the employees The field they do on SMEs In contrast to this study, performance evaluation affects innovative behavior they have reached To develop a performance measurement system that focuses the employee on the target defined in the strategy and They mentioned that making rewards would increase innovation ideas. What we have done As a result of the research, employees are evaluated correctly and by equity, their performance is evaluated they will be satisfied when they believe and feedback will be provided on their performance, and creative and innovative in this direction it is thought that they will develop ideas and implement them.

The study's seventh hypothesis (H7: Rewarding positively affects job satisfaction) was not supported in this study rejected In the correlation analysis, it was concluded that there was a positive relationship between them Literature When examined, contrary to the result obtained in this study, findings that rewarding positively affects job satisfaction Has For example, Mara (2007) The job satisfaction of reward systems applied to employees in the Garp Lignite's business In his research to measure the impact on him, he concluded that rewarding affects job satisfaction has In institutions that implement an effective reward system, the award affects corporate motivation, efficiency and success there are significant influences on governance and that reward systems should be based on employee job satisfaction Mentioned in study (raja 2014) came to the following conclusions in his research on SMEs Mostly Specify that when more material and social opportunities are offered to employees, their motivation is provided and increased Cod In addition, a person needs to hear kind words, that is, to be appreciated or to be faced with the performance he has shown You may want to get an upgrade. If a person working in an enterprise cannot constantly reach his individual goals, he is nervous in the work environment it should be understood that it works and that managers should be aware of this situation and ensure that the individual is motivated I decided it should.

The eighth hypothesis of the study (H8: reward positively affects individual performance) is based on Not supported. According to the results of the correlation analysis, it was determined that there was no relationship between them. Our research, It has been found that the reward negatively affects individual performance. The result obtained in this study On the contrary, in the study of ADAM (2011), it was concluded that reward has a positive effect on employee performance that intangible rewards reach to improve employee performance more than material rewards, and that the type of rewards expected He found that there are often spiritual rewards. The reason for this is that the most commonly used reward is a "wage increase", Other In a field study, lain and Akuna (2015) reached the following conclusions meeting their expectations, asking for their opinions about the work they do, people who do business have a greater sense of responsibility They concluded that it increases the product or service efficiency of the institution as well as enabling them to have it.

The study's ninth hypothesis (H9: Rewarding positively influences innovative behavior) is based on this study and rejected as unsupported. As a result of the correlation analysis, no relationship was found between them. In this study Contrary to the result, Bash (2008) conducted a study in which they found that rewarding employees were innovative they concluded that it had a positive effect on their behavior Of the employee awarded, creative and innovative, at the same time, their satisfaction is increasing and that they are satisfied in the corporate sense Premium and reward", and the least used reward is "participation in the decision and taking opinion" They observed that their levels were high and their satisfaction levels were low in the individual sense In other words, educational opportunities and career development are not supported during innovative work, social opportunities not provided, lack of allocation of resources (time, money, training), lack of encouragement and appreciation have determined that it is. Technology, ease of access to the desired information, training opportunities, the required amount of time, Finding that the provision of money and skilled labor resources encourage employees to increase their innovative ideas.

The tenth hypothesis of the study (H10: Staff empowerment positively affects job satisfaction) is in this study Supported. It has been determined that there is a positive relationship between these two variables Staff make their own decisions to be able to receive, to choose different methods related to their work, and to feel free to do their job, The view that ensuring the level of participation in decisions affects the job satisfaction of employees was supported in this study Our finding that staff empowerment has a positive effect on job satisfaction has also been shown by the studies carried out Powered. In the field research of the bookstore (2013), for an individual to be satisfied with his job it needs to be tied to the business requirements that are meaningful. Individuals who perceive business needs as important and meaningful, are more willing to reflect their working potential. The work he does is both for himself and for the institution he works for individual who believes that it is meaningful exhibits a positive attitude towards the work he does and is more satisfied For an individual working in the public sector, believing that he has an impact on the events that take place in the department he works in is responsible for job satisfaction
Increases The individual who feels ineffective over the events that take place in the episode is constantly agitated and the work he experiences dissatisfaction. The fieldwork of Smith (2017) also supports the results obtained qualifying.

The eleventh hypothesis of the study (H11: Staff empowerment positively affects individual performance) is that was supported in the study. The correlation analysis also shows that between staff empowerment and individual performance shows that there is a positive relationship between the person who thinks that the work he does is important to him, who thinks that the work he does is important for him who thinks it is meaningful, who feel free to do what they will do, who have the decisions taken in the section The employee who is involved is motivated, his performance increases and his productivity increases about the work he doing Bektah and Karagoz (2018) concluded in their research that staff empowerment positively affects individual performance They have. It is seen that this research shows parallels with this aspect. Skijor and Karagoz (2016) They concluded that staff empowerment positively affected individual performance and found in this study is also in line with the result. Personnel empowerment; the willingness of employees, their performance, and the organization’s By increasing the confidence of the employees, provides significant benefits to the employees. Allowing employees’ ideas to go from the bottom up Creates a strengthening organizational culture that will help, corporate leaders ensure the accuracy of their management styles and evaluate their effectiveness honestly. Managers are more than just listening to employees’ voices should Not only for employees to express their opinions, but also for employees to implement they should encourage their participation (Doman, 2006).

The study’s twelfth hypothesis (H12: Staff empowerment positively influences innovative behavior) is based on Supported as a result of the correlation analysis, it was concluded that they were in a positive relationship. In the institution, We can say that the employee who is empowered and feels it is more innovative. This is the case of the employees finding the work they do meaningful and seeing themselves as talented in this job, making the employee feel more innovative. Similarly, the employee who makes decisions about his / her job independently can be said that he feels innovative. As middle and lower-level employee gains autonomy, that is, as they can make independent decisions, and As we gain the freedom to implement these decisions, the level of innovative behavior increases. In our research Sergeant (2006) supports this in his work Verse and Kirby (2014) Personnel also in the work It has been determined that empowerment has a positive effect on the innovative behaviors of employees Similarly employees be free in their jobs and influence their work, find their work meaningful and have confidence in their abilities, that is, employees strengthening increases innovation capabilities, in other words, to provide services with new and different ideas contribute In the light of this study, the following suggestions have been developed: Managers should establish an effective education system in the institution and ensure the work development of employees, training programs should be applied to employees at regular intervals Performance appraisal for employees should be fair and performance evaluation should be carried out instead of once or twice a year, it should be done systematically in certain parts of the year. A fair reward system should be established in the institution These rewards, material (prim, bonus, etc.) and spiritual (appreciation, promotion, etc.) should be applied to employees Institution employees should be given several powers related to their duties, instead of consulting senior management on all issues of employees they must be given the upper hand, This will increase the productivity of the employee, ensure that he is satisfied with his job and It will allow him to develop new ideas and thoughts about it. In addition, managers can ensure the job satisfaction of employees, Individuals create the conditions that increase business performance and innovative business behavior in the institution, and the policies in this direction should be applied to the employees We can say they should apply.

As with any study, this study has several limitations. First, the sample used in the study covers the employees working in a public institution in the mail Another limitation is that the study is only done in the province. This study explores multiple public institutions in different provinces and regions can be taken. In addition, different variables affecting work, job satisfaction, innovative behavior, and individual performance can be added. Despite the above limitations, we believe that this study will contribute to the relevant literature and will be carried out in the future We think it will shed light on the studies. The results obtained are based on the fact that the job satisfaction of public employees is innovative behavior and individual performance is important in terms of providing increase. These results are publicly available and provided important information for decision-makers in their institutions to consider.
References