Effect of employer insurance premium rate on operating profit per share and change in net sales revenue in companies listed on the Tehran Stock Exchange

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Abstract

The purpose of this study was to investigate the effect of employer premium rate on operating profit per share and change in net sales income of companies listed on the Tehran Stock Exchange. This study, in terms of the type of research; Correlation is cross-sectional and is considered as a practical goal. The statistical population of the study included 666 companies listed on the Tehran Stock Exchange from the beginning of 2013 to the end of 2019, of which 111 companies were selected as a sample by systematic elimination method. In descriptive statistics, population parameters including central indices and population dispersion were measured and data analysis was performed using regression method based on composite data and Hausman's tests, F (Limer), by Oveys software. The results showed that there is a significant relationship between the employer's share insurance rate, operating profit per share and the change in net sales income of companies listed on the Tehran Stock Exchange. Therefore, it is better for the Social Security Organization to consider the premium rate according to the inflationary conditions and labor income in order to support the industries in attracting labor and the high premium rate should not cause the managers of the companies to increase the total price. Goods and services are driven.

Keywords: Employer premium rate, operating profit per share, net sales revenue
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1 Introduction

Economic activities can be examined in two parts: financial and real. Financial markets support the real sector of the economy by providing short-term capital and building confidence. Short-term capital is raised in the money market, mainly through banks and financial institutions, and long-term capital is often traded on the stock exchange and securities markets. Creating confidence is also the responsibility of the insurance industry [26]. The insurance industry of each country acts as the backbone of the financial risk management system [24]. Insurance is rapidly becoming an essential element in the financial sector that contributes significantly to economic growth [11]. Recent decades have been associated with the increasing globalization of countries in various socio-economic dimensions [21]. Digitalization, urbanization, increasing environmental awareness, and demographic change are among the major

factors that have changed many industries. In this regard, insurers in particular face significant strategic and emerging risks arising from new concepts [12]. The advent of insurance technology companies through easy access to digital technologies is revolutionizing the entire insurance industry and heralds a new era of business models [15]. In general, in the insurance industry, topics such as product, price war, pipeline, advertising strategies, customer service and information technology initiatives have attracted a lot of attention [14]. Fluctuations in financial assets are considered a normal part of the market mechanism, but sharp fluctuations (in stock returns, exchange rates, oil prices, etc.) can disrupt this function and have the opposite effect on this function. Have finance in the economy. Fluctuation can be considered as an indicator of market inefficiency because it pushes asset owners towards risk in the period under review and its continuation with other markets indicates a potential threat to the establishment of market-dependent mechanisms. They have each other in economics [5]. The insurance industry plays a pivotal role in times of economic stress, helping companies and households manage risk and reduce costs against losses. However, the insurance industry, as one of the largest groups of investors, is vulnerable to instability in financial markets. Unstable financial markets and the global economic downturn have had a relatively large impact on insurers due to the existence of large securities companies, fixed income and, consequently, changes in interest rates. The growing global economic downturn may affect the insurance industry in several ways. Examples include lower demand for insurance services, disregard for life insurance, and downtime. This is also true in the Covid-19 epidemic crisis [31]. On January 15, 2019, the Centers for Disease Control confirmed the first case of the new Covid-19 virus in the United States. Since then, the incidence of Covid-19 has steadily increased, with new cases reported across the country. Millions of workers were laid off because many unnecessary jobs were forced by the government. As of May 2020, approximately 22 million Americans claimed to have benefited from unemployment benefits. In addition, school closures occurred across the country, affecting parents and students. Businesses that were left behind had a sharp drop in revenue as consumer spending fell in March and April. In response to high unemployment, the care law created payroll loans through small business policies, which small businesses can apply for in the hope of keeping their employees [8]. In all nations, governments respond to the people by meeting some of their needs and wants, such as job creation, internal and national security, price stabilization, efficient social security, political, economic and cultural stability, and improving the balance of payments. Etc. are responsible [2]. The vision document of the Islamic Republic of Iran in the horizon of 1404 as the highest upstream document after the constitution, the characteristics of Iran in the labor market with productive employment, reduction of the unemployment rate, equal job opportunities and in general, achieving full employment Depicted. However, the available evidence suggests that the issue of employment is still at the forefront of Iran's economy. Part of this is due to the fact that the Iranian economy has not been able to create the employment envisaged in accordance with the objectives set out in the development plans. For example, a comparison of performance with the predicted goals showed that only about 65% of the goals in the second plan, 75% of the goals in the third plan and 40% of the goals in the fourth development plan were achieved. However, in addition to the inability of the Iranian economy to create as much employment as anticipated, much of the existing employment has been lost during each program. An issue that is referred to as "job destruction" or "job destruction" [10]. Some industries and occupations face high risks and injuries in the workplace. For example, fishing, agriculture and construction are high-risk occupations in the country. Recognizing that the risk of occupational injuries is related to the type of job performance, employee compensation and compensation systems have placed employers in insurance risk pools set. These pools of insurance risk or "risk classes" are intended to create a fair system for assessing the premiums needed to offset the cost of claims on the entire insured population. Employers of high-risk industries and jobs are more likely than employers of low-risk industries and occupations to have to compensate employees and suffer more. However, employers offer a wide range of workers' compensation claims. They show that work activity is not the only determinant of injury risk, but is altered or modified by certain characteristics of the worker and the employer. These characteristics of the worker and the employer related to the risk of injury are safety of the workplace, adoption of ergonomic processes, resizing of the workforce, wage rate, and trade union. Also, the characteristics of the worker that affect the risk of injury are age, race/ethnicity, gender, age of service, training and shift work. Injuries and illnesses in the workplace are preventable, and employers can take steps to reduce employees' job problems and demands, as well as improve performance [32]. The performance of the insurance industry as one of the financial institutions are effective in the real sector of the economy in various ways, including creating financial stability and confidence, facilitating savings, managing risk and investing reserves, supporting businesses and households, and compensating. It creates financial stability in the economy and promotes economic well-being through life insurance and the completion of social security programs. Optimal performance of the insurance industry can facilitate and develop business. It also reduces transaction costs and increases liquidity in the capital market by managing savings by moving savings and repaying loans, thereby improving economic growth [26]. Also, most of the capital in the world is traded through stock markets and the national economy is strongly affected by the performance of these markets. The company and subsequently attract more capital to the capital market and improve the economic situation [25]. Therefore, considering the issues mentioned and the importance of the insurance industry and the stock exchange in the economic development of each country, and given that so far research on the

impact of employer premium rates on operating profit per share and changes in sales revenue Net in companies listed on the Tehran Stock Exchange is not done, in the present study we decided to investigate this issue. Therefore, the present study seeks to examine two hypotheses: 1. There is a significant relationship between the change in premium rate in the current period and operating profit per share in the future period of the company 2. Between the change in premium rate in the current period and the change in There is a significant relationship between the net sales revenue of the company for the future period. In this regard, the contents of this article consist of six sections. After the introduction; In the second part, the theoretical framework of the research is presented and in the third part, the research background is reviewed. The presentation of the research method and the method of collecting information are considered as the contents of the fourth section and in the fifth section is dedicated to the discussion about the research findings and finally, the final part of the presented materials is summarized and concluded.

2 Theoretical foundations of research

2.1 Premium rates

Insurance plays an important and sensitive role in economic growth and development, especially in developing countries. Paying attention to the position and the factors affecting it, as well as the impact of various policies adopted in this sector will have significant effects on the country's economy. Financial markets play a key role in economic growth and development, and the insurance industry, which is a financial institution, can be the bedrock of economic growth. Iran Insurance Industry is the forty-sixth largest insurance industry in the world with a share of 0.09% of the total production premiums in the world. Turkey's neighbor ranks 34th in this regard. Per capita premium in Iran is $ 50 compared to the world per capita figure of $ 608, which is far from countries such as Turkey, Saudi Arabia, Kuwait, Qatar and the UAE, and Iran ranks 76th in this field [13].

Decreasing the amount of insurance premium, compared to increasing it, increases the incentive for savings among young people and thus, the rate of capital accumulation in the economy increases [4].Some of the risks that threaten insurance companies are: the quality of institutions, regulations and competition. Gagatis et al. Believe that culture can also be one of the factors that can cause risk in the insurance industry [11].Social security refers to the anticipation and provision of government duties to support the people in the areas of housing, illness and disability and the resulting social protections in accordance with the relevant principles and laws [18]. In a comprehensive system of welfare and social security, a set of strategies, programs and activities of society to maintain and income level of the individual or family is considered and the individual and family in the face of economic and social problems caused by the cut Or income reductions are guaranteed. Also, on the other hand, trying to effectively support the labor force is a feature of modern economies [7]. One of the goals of social policies is to improve human well-being and meet their needs in the fields of education, health, housing and social security. Social security, which is one of the most important centers in social policy, in Iran includes social insurance and social protection. In the field of social insurance, there are services such as: health insurance, disability unemployment pension, survival pension and retirement pension. When a person suffers from a work-related accident, social security benefits in Iran in particular include the following: payment of a general work-related disability pension, a partial work-related disability pension, and lump-sum compensation. Maim. In general, in the case of work-related accidents, three categories, namely: compensation, rehabilitation and prevention are considered. Regarding work-related accidents, the Social Security Organization mainly pays attention to the issue of compensation [9]. The graph of production premiums and claims paid is shown in Figure 1.
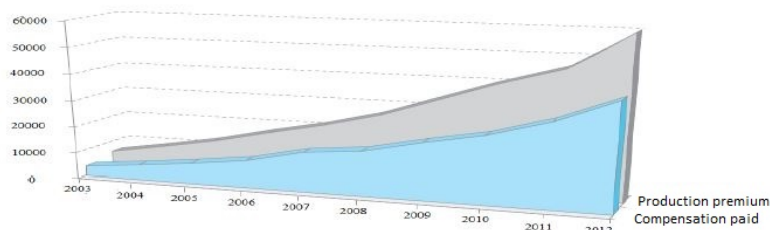

Figure 1: Production premium and compensation paid / billion rials [16].

Many premiums that insurers pay to insurance companies each year, in addition to paying damages, are kept in cash and in bank accounts, and part of it is spent on administrative and administrative expenses (Salary, wages, commissions, advertising, necessities, education and marketing, etc.) [16].

Article 28 of the Social Security Law specifies the premium rate as a percentage. According to paragraph one of this article, the insurance premium from the first of October to the end of 1975 is 28% of wages or salaries, of which 7% is paid by the worker, 3% by the government and the rest by the employer. Also, according to a note of the same article, from the beginning of 1976, the employer's share premium is 20% of the insured wage or salary, and with the insured share and government assistance, the total premium increases to 30% of the wage or salary Find. Thus, taking into account Articles 28 and 2 of paragraph 5 of the Social Security Law, both the premium rate and its source, which is the total wage or insured salary, have been determined. In addition, in order to be as transparent as possible, the legislator has considered wages or salaries to include any continuous cash or non-cash funds and benefits that are given to the insured in return for work. Three methods for determining the amount of premium are:

1. Based on the insured wage or actual salary announced by the employer.

2. The calculation of the amount of insurance premium is based on the lump sum wage, the amount of which is announced by the High Council of Social Security in some jobs.

3. The third method is taken from Article 41 of the Social Security Law, which in special cases where some data are unknown, the board of directors of the organization is authorized to determine the ratio of wages to total work and the premium on the same The basis for calculating and demanding [30].

2.2 Operating profit per share

One of the main institutions of the capital market in Iran is the stock exchange, which plays a dual function in the structure of a free economy: helping to increase government and private sector capital on the one hand and creating a secondary market for potential investors to meet and Actually on the other hand [17]. The most important factor for investors is stock returns. Return on stock includes all gains from holding stock plus capital gains. A company's ability to generate operating cash flow is reflected in the value of that company's stock. Therefore, forecasting companies' cash flow helps investors predict that company's stock returns. Financial analysts, managers and investors in recent years have paid much attention to corporate profitability reports [29]. Profit can be a factor in determining stock prices [23]. In DuPont analysis, return on assets is broken down into asset turnover (ratio of sales to net operating assets) and operating profit margin (ratio of operating profit to sales) [27].

2.3 Net sales revenue

One of the concepts that has received much attention in recent years and justifies the difference between rich and poor countries is the discussion of economic complexity [33]. Efficiency is characteristic of organizational outputs (effectiveness, equity, quality) and inputs (economy, cost) and the relationship between these outputs and inputs [28]. Studies in the Chinese insurance market show that most insurance agents, except for commissions; They do not have adequate minimum wages and social security. The goal that insurance companies set for their agents is to mislead the customer and mislead the customer. Indian evidence shows a similar pattern. Excessive erosion of people is mainly due to poor wage structure and excessive sales pressures [24]. Two prominent sciences have been used to evaluate the relative performance of vendors; 1. Data Envelopment Analysis (DEA) 2. Matching Score Matching (PSM). Data envelopment analysis measures the performance of each employee relative to other vendors, while, matching the score of inclination, using a number of observed variables, calculates the combined measurement and two individuals with Describes the same (or equivalent) desire score as perfectly consistent [1]. Historically, accounting standardizers have failed to define net profit. The Financial Accounting Standards Board (FASB) defines earnings that are similar to the net profit in the current practical approach as an indicator of performance over a period of time. According to the Accounting Standards Board of Japan at its December 2013 meeting of the Accounting Standards Advisory Board, net income is the change in net assets over a period, excluding changes in equity transactions, whereby assets and Liabilities recognized as net assets are measured using measurement principles that are relevant to the entity's financial performance reporting. Net profit reflects the irreversible (irreversible) results of the entity's actions [22]. According to the national budget document, revenues include: tax revenues, revenues from social assistance, revenues from government ownership, revenues from the sale of goods and services, revenues from crimes and damages, and miscellaneous revenues [3].

3 Research background

Bahmani [4], in a study entitled Population ageing and pension system reform by changing the pension premium rate, examined the effects of population ageing and the pension system premium rate change on macroeconomic variables. Findings from the study showed that ageing leads to lower interest rates (4%), increased demand for

labor and reduced unemployment (3%) in the labor market. It will also increase the cost of the pension system (7%) as a percentage of GDP. With the parametric reform of the increase in the pension rate of the pension system, the cost of this system has been reduced by 2.5 percent, but young people have to pay more premiums than the elderly during their employment and the intergenerational justice of the generation will be disturbed. By reducing the premium rate of the pension system in the long run, savings (are shown by reducing the interest rate by 5.5 percent). And consumption will increase by one percent, which will lead to intergenerational justice and economic growth and development. Salehi [25], in a study entitled The Impact of Financial Liberalization on the Volume of Investment in Companies Listed on the Stock Exchange, from the Heritage Index to the Potential Financial Liberalization Index, the Financial Liberalization Index (Reverse US real interest rate differential from Iranian real interest rate) and interest rate control (interest rate changes), have been used as items of financial liberalization. The results showed a positive relationship between financial liberalization and investment volume. One of the main reasons for this is the entry of foreign investors in the stock market and the reduction of bank interest rates, which has made companies willing to invest more. Farzizadeh [10], in a study entitled Evaluation of Social Security Services in Iran (Case Study: Occupational Accident Insurance), evaluated social security insurance services for the disabled (occupational accident insurance). Some of the weaknesses they identified were problems with how to diagnose and determine the type of disability and the amount of the pension; Lack of a representative independent of the Social Security Organization in the Medical Commission to pursue the interests and claims of the disabled; Inadequacy of disability compensation and two types of disability pension to make a living; mismatch of services provided with the accident; existence of a long time interval between the onset of disability and the time of retirement; impossibility of employment of persons receiving disability compensation and partial disability pension for various reasons and lack of a reference to review their employment status in accordance with their current physical ability; injustice of pension payments to disabled people close to 66% and disabled people 66% and more; lack of support of the organization for accident workers seen during minor repairs of the building; The employer's negligence and delay in paying the workers' insurance premiums and timely delivery of the list (which deprives the worker of a disability pension); employer insurance evasion; failure to inform the organization in a timely manner about the occurrence of the accident; lack of demand and pursuit of wages by the injured worker due to fear of dismissal and the consequences of unemployment. In the end, he came to the conclusion that the services provided to injured people in Iran at work are not commensurate with the accident and do not compensate for the damage done to injured people. In order to make any changes in the laws, it is very necessary to consult with employers and workers and reach a consensus on their views. Izadi [16], in a study entitled "Study and determination of government and non-government market share of production and payment premiums and forecasting this financial market, stated:" The insurance industry as a non-bank financial institution by providing services and Establishing a more rational relationship with other industrial, manufacturing, agricultural and service sectors by collecting small premiums of insurers, various economic groups and timely payment of damages can while creating and securing private capital. And play an effective role in economic development by establishing comfort and security for entrepreneurs, professionals, and community businesses in increasing production, reducing imports from global markets and cutting dependence. Identifying and examining the insurance market in terms of the role of governmental and non-governmental shares due to investing in that market, can have a significant effect on the reserve of financial resources. Therefore, market forecasting is effective in producing, paying premiums, controlling and directing these financial resources to economic sectors for investment, and designing and implementing monetary and fiscal policies to achieve long-term economic goals. The results show that the insurance industry can provide a good platform for economic growth and development by attracting premiums received and streamlining the collected funds efficiently and by investing these resources. Welner and Bonato [32] concluded in a study entitled "If employers achieve the rates of their safer counterparts with severe injury rates, workers' compensation rates will be reduced." A significant reduction in the rate of workers 'compensation claims and a reduction in employers' costs is possible if employers with high injury rates reach the safe rates of their counterparts who are safer. He claimed that in this case, the claim rate would be reduced by more than 43% and costs would be saved. Finally, he argued that assessing workplace injury rates among employers in industrial groups identifies injury prevention opportunities and offers another way to allocate resources. Cheng, Cummins, and Lin [6], in a study entitled Revenue Management on Fashion Trading Volume Agent: Evidence from the US accident insurance industry examined the CEO's turnover management income for US accident insurance companies with different organizational forms. He analyzed three main organizational forms in the insurance industry, which were: 1. Public limited companies 2. Private joint stock companies 3. Bilateral shares. The results of the study show that in securities or, in general, stocks that are traded publicly; The highest rank is followed by special and bilateral stocks. Also, the results showed that organizational form is very important in managerial opportunism for turnover in the volume of transactions. Managers of public companies manage upward profits before turnover, but this hypothesis is not consistently supported for private equity and equity. Univariate results support the large bath hypothesis for a particular corporation, but multivariate results do not support the large bath hypothesis for every organizational form. Finally, the issue of corporate governance is important. Liu and Jane

[19], in a study entitled Employer Contribution and Health Premium Growth, examined whether employer premium schemes can influence the pricing behavior of health plans and Increase premiums help. Using data before and after the change in targeted subsidy policy in the Federal Employee Benefits Program (FEHBP), he found that employer premium schemes, based on two market drivers, had a different effect on pricing plans. There are treatments: 1. Consumers are less price sensitive when they only need to pay a portion of the premium increase. 2. Each treatment plan has an incentive to increase the employer's insurance share in that plan. Therefore, it has been shown that both drivers are involved in premium growth. He said the federal government would have saved 15 percent a year if the FEHBP had not targeted subsidies. Labetsky and Elsan [20], in a study entitled Premium Deposit and the Relationship between Salary and Health Insurance Expenses Presented by the Employer, the Relationship between Salary and Health Insurance Expenses Using Data Illinois school teachers' estimates are estimated to be between 1991 and 2008, which raises several common empirical challenges. Teachers paid about 17 percent of individual health insurance and about 46 percent of their family members 'premiums through premiums, but found no evidence that teachers' salaries were commensurate with changes in insurance costs. In the study, they found that premiums were higher in areas with higher employment rates.

4 Research methodology

The present research in terms of the type of research; Correlation is cross-sectional and is considered as a practical goal. In terms of data type, it is a documentary and in terms of execution time, it is considered as an event post. The statistical population of the study included 666 companies listed on the Tehran Stock Exchange in a six-year period from the beginning of 2013 to the end of 2019 that 111 companies were selected as a sample by systematic elimination method. The statistical sample was selected by elimination method, taking into account the spatial and temporal scope of the research based on six conditions:
1. Companies have been listed on the Tehran Stock Exchange until the beginning of 2013.
2. Their financial statements are available for each of the years 2013 to 2018.
3. Not to be investment, financial and banking companies.
4. The financial year of these companies must end at the end of March of each year and the financial year must not change during the research period.
5. There is information needed to calculate the variables of this research in the years under study.
6. The study period is from 2013 to 2018. Information required in the present study by the library and document mining methods from the audited financial statements of companies listed on the Tehran Stock Exchange, using the new Rahvard software, Kadal, Tadbirpardaz. has been brought. In order to statistically analyze the data of the statistical sample member, descriptive statistics such as mean, mean, standard deviation and also the normality of the statistical sample were used as the Kolmogorov-Smirnov test. Considering that the present study has two temporal and cross-sectional dimensions, the composite data approach (data panel) has been used to fit the model and test the hypotheses. Also, for the significance of the regression model, Fisher statistic (F) at 95% level was used. Finally, the data were analyzed using the regression method based on composite data and the Hausman test using Ives software.

5 F Limer test

To estimate the model, the F-Limer test is first used to determine the use of the panel data model or the integrated data model. Based on the results of this test, a decision is made to reject or accept the equity hypothesis of firm-specific effects and, finally, to choose the classical method or the panel data method. The statistics of this test are as follows.

$$F = \frac{((RRSS - URSS)/N - 1}{URSS/NT - N - K} \tag{5.1}$$

In this formula: RRSS is the sum of the residual squares of the bound model, URSS is the sum of the residual squares of the non-bound model, N is the number of sections, T is the time period, K is the number of explanatory variables of the model and NT is the number of modified observations.

Test hypotheses are defined as follows:

$$\begin{cases} H_0 : a_1 = a_2 = \cdots = a_N \\ H_1 : a_i \neq a_j \end{cases} \tag{5.2}$$

If the calculated F is greater than the table F with degrees of freedoms N-K, NT and N-1, the null hypothesis is rejected. Therefore, it is more appropriate to use the panel data method, and if the calculated F is less than the

corresponding F in the table, then the null hypothesis cannot be rejected. In this case, the combined data method is used.

Hausman test

$$\begin{cases} H_0 : b_s = \beta_s \\ H_1 : b_s \neq \beta_s \end{cases} \tag{5.3}$$

The statistics of this test have a chi-square distribution with degree of freedom K, where K is the number of explanatory variables of the model. If the probability of test statistics is more than 0.05, at the level of 5% error, the method of random effects is the criterion for analysis. If the null hypothesis is rejected, it was in fact equal. The estimates of these two methods are rejected, in which case the fixed effects method is used.

6 Research Findings

6.1 Test results of the first research hypothesis

There is a significant relationship between the employer's share insurance rate of the current period and the operating profit of each share in the future period of the company.

$$COEPS1_{i.t+1} = a + \beta_1 RATEPR_{i.t} + \beta_2 COEPS_{i.t} + \sum_{j=1}^{10} \gamma_{ij} othersignals_{ij.t} + \varepsilon_{i.t+1} \tag{6.1}$$

The results of estimating the research model are described in Table 1

Table 1: Estimation of the first research model

VIF	Significance level (sig)	T statistics	Standard deviation	Coefficients	Variable
	0.8696	0.164241	188.3173	30.92936	C
2.843200	0.0000	4.715198	33.44394	157.6948	Employer's share insurance rate
2.343785	0.0000	4.552615	76.93014	350.2333	Cost of operating profit per share
1.354353	0.2248	1.215263	35.91907	43.65111	Financial Leverage
1.952909	0.0000	-7.196163	76.97260	-553.9074	Operating Profit
3.030100	0.0661	-1.841143	15.06748	-27.74138	size of the company
1.644869	0.0552	-1.921535	13.69661	-26.31851	Company sales
1.255720	0.0000	7.329941	3.450739	25.29372	Kyotobin
1.823242		Watson Camera Statistics		2.948895 0.000000	Fisher (significance level) F statistic
0.255336		Adjusted coefficient of determination		0.386352	The coefficient of determination

According to the last column of Table 1, the VIF value for all independent variables is less than 5. Therefore, there is no line between the independent variables. Therefore, the fitted model is valid. Also, the F test was used to evaluate the significance of the whole model. Considering the probability of the calculated F statistic (0.00), it can be claimed that the fitted regression model is significant. According to Table 1 and according to the columns of estimation coefficient and P-value, the following results have been obtained: 1. According to the estimation coefficient of the variable employer's insurance rate, between the employer's share insurance rate of the current period and the operating profit per share in the period There is a positive and significant relationship with the future because the calculated P-value for the coefficient of this research variable is less than 1%. Therefore, it can be stated that there is a significant relationship between the two at 99% confidence level. 2. According to the estimated coefficient of the operating profit control variable, there is a negative relationship between the employer's share insurance rate of the current period and the operating profit per share in the period and this relationship is statistically significant because the calculated P-value for this coefficient of research variable, Less than 1% is obtained. Therefore, it can be said that there is no significant relationship between the two at 99% confidence level.

7 Test results of the second research hypothesis

There is a significant relationship between the employer's share insurance rate of the current period and the change in the net sales income of the company for the future period.

$$COEPS1_{i.t+1} = a + \beta_1 RATEPR_{i.t} + \beta_2 COPEPS_{i.t} + \sum_{j=1}^{10} \gamma_{ij} othersignals_{ij.t} + \varepsilon_{i.t+1} \tag{7.1}$$

The results of estimating the second hypothesis of the research are shown in Table 2.

Table 2: Estimation of the second research hypothesis

VIF	Significance level (sig)	T statistics	Standard deviation	Coefficients	Variable
	0.0000	-4.384636	0.089951	-0.394403	C
2.843200	0.1732	1.363540	0.028466	0.038814	Employer's share insurance rate
2.343785	0.0028	3.000067	0.152473	0.457429	Cost of operating profit per share
1.354353	0.0024	3.041660	0.045860	0.139490	Financial Leverage
1.952909	0.0000	-9.827658	0.079205	-0.778403	Operating Profit
3.030100	0.0253	2.242110	0.009379	0.021030	size of the company
1.644869	0.0454	2.005135	0.038648	0.077494	Company sales
1.255720	0.0000	11.12037	0.006620	0.073616	Kyotobin
1.679122		Watson Camera Statistics		42.09516	Fisher (significance level) F statistic
0.301959		Adjusted coefficient of determination		0.309307	The coefficient of determination

Determining the existence of multiple lines: According to the last column of Table 2, the VIF value for all independent variables is less than 5. Therefore, there is no line between the independent variables. Therefore, the fitted model is valid. Also, the F test was used to evaluate the significance of the whole model. Given the probability of the calculated F statistic (0.00), it can be claimed that the fitted regression model is significant. According to Table 2 and according to the columns of estimation coefficient and P-value, the following results have been obtained: 1. According to the estimation coefficient of the employer's share insurance rate variable, between the employer's share insurance rate of the current period with the change in net sales revenue There is a positive future relationship but this relationship is not statistically significant because the calculated P-value for the coefficient of this variable is more than 10%. Therefore, it can be said that there is no significant relationship between the two at the level of 90% confidence. 3. According to the estimated coefficient of the operating profit control variable, there is a negative relationship between the employer's share insurance rate of the current period and the change in the net sales income of the future period, and this relationship is statistically significant because the calculated P-value is less than 1%. Is. Therefore, it can be said that there is no significant relationship between the two at 99% confidence level.

8 Discussion and conclusion

The purpose of this study is to investigate the share of the Social Security Organization in the operating profit per share and the change in the net sales revenue of companies listed on the Tehran Stock Exchange. According to the analysis of information, this issue can be considered by considering the results of various researches in the field of smoothing and management of profit and its approval. The reason is based on the stereotype that the composition of the workforce is generally fixed and unchanged in companies, and therefore, changes in the short-term conditions of the company will not affect the insurance rate, but this effect the cost of goods in the long run. And the service will be effective. In fact, by increasing the employer's share premium rate, the company's operating profit decreases and the cost price of goods and services increases, which in turn increases the inflation rate. It can also be said that with the increase in the employer's share premium rate, company managers have to impose part of this cost on their workforce to cover costs or increase the cost of their goods and services. Given the current situation in our country, this leads to the cost of goods and services, which increases the cost of goods and services, which in turn increases inflation. Based on the findings, the following suggestions can be made: It is suggested to Social Security that according to the results of the present study, the premium rate should be considered according to inflationary conditions and labor income to Support industries in attracting labor, and high premium rates should not lead corporate executives to increase the cost of goods and services. It is suggested that in industries with higher payroll costs than sales revenue,

research be done on the cause; because if these costs are due to equipment wear, inefficient mechanization or incomplete production process or low productivity of human resources, steps should be taken to improve the process. If the high cost of human resources is not due to the above reasons and the use of human resources on a large scale is part of the nature of this industry, it can be suggested that due to the high level of job creation in these industries, and the necessary support for development These activities and their competitiveness in global markets should be done in order to create employment and solve the problem of unemployment. Also, due to the relationship between premium rates and operating profit, it is suggested that the subject of this study be measured separately between the cost of goods sold and administrative costs.

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