

## The Relation Between Organization Aspects Identification and the Preparation Ratio

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**Abstract:** The thesis presented here aims at examining the relation between identifying organization aspects and its seven parameters (aims, structure, leadership, communication, rewards, useful mechanisms and attitudes towards change) along with preparation ratio for organizational transformation in Behkadeh Razavi Agro-industrial Complex. Organizational aspects are regarded as independent variable and preparation ratio as dependent variable. This thesis is functional in purpose and descriptive, analytical and surveying in type. Behkadeh Razavi Agro-industrial Complex personnel who consist of 237 people form the statistical community of the thesis based on Morgan Table by simple random sampling. 146 of them were selected as sampling mass. The tools utilized in analyzing data in parts related to descriptive statistics were chart design, central and dispersion indices calculation and for deductive statistics some other tools were used such as Spearman correlation coefficient test and T test as well as variance analysis table. Thanks to SPSS software, the meaningfulness of each main and secondary hypothesis was examined by correlation coefficient and its related test. The final results indicated that there is a meaningful connection between organization aspects identification and the preparation ratio towards organizational development in Behkadeh Agro-industrial Complex.

**Key words:** Aim • Structure • Leadership • Communication • Reward • Useful mechanisms • Attitudes towards change • Organizational transformation

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### INTRODUCTION

**Explaining the Problem:** The world is transforming and changing and in our era, speed of it more than any other time in the history of man. Man's organizations and societies, are not only for acquisition of priority, but also for eternity should be suitable with the changing world. Those organization and societies, in compare to others, which don't have suitable power of changing, become weaker and demolish [1] AZ -Because, organization after establishment should grow and Transform, unfortunately the most useful thing about transformation is death - phenomenon, which is increasing and opposite to general understanding, it is happening more in governmental - organization and basic reasons are the weakness of organization in finding life source in their environment. [2]Behkadeh Razavi cultivation and industry complex, too, like other organizations, is in the changing environment. So, in this study, the aim is to find any relation ships between enough recognition and

knowledge about organizational dimensions and value of organizational transformation in Behkadeh Razavi cultivation and industry complex ?

**Necessity of Research:** Organizations should be inform about themselves to do successful changing, transformation, value of quality and quantity, with analyzing them, they will come to know power and weakness points. Because, organizations form the man's life, managers also can form the organizations and causes the eternity and sharing of them. from different cases, which cases the eternity and sharing of the organizations, one can point out to organizations dimensions, If managers in relation to different dimensions of organization, have enough knowledge and know value of each one of the works in organization can prepare suitable background for changing and transformation. Behkadeh Razavi cultivation and industry complex also, having the sources and possibilities, has gotten the inclining form, which is facing non- sharing. so, this complex, can

improve the private life and personals working, with improving each one of the advanced management methods and using the now days technologies, like other organizations, making the eternity cases applicable and increasing the sharing.

**Antecedent of Research:** Organization dimensions assessment, including aim, structure, leadership, communication, rewards, useful mechanism and views towards transformation, can help the organization to be inform about its weak and strong points and with improving each one of the background dimensions, prepare it for suitable transformation. For researcher's information and importance of the case, we will assess each one of the dimensions. For most of us, the main is the familiar words and being distinguishable and at first it may seems, the subject about

Self - evident trusts, but actually the aim for most of the personals, including managers or others, is an ambiguous topic, and testing of problem is that, if asked from organization personals that what is the unit aim of the organization from their answers, obstruction and ambiguities of obvious aim become evident. so that, decision of aim subject and distinguishing it, is the necessities of programming and if at the beginning of programming case, precision, enough time and power spending for complication, targeting correct, suitable and distinguished aim, next step go ahead with ease and more speedy for programming.

As a whole, aim is the point, that our trying. Inclined to reach to it. We can know that the aim is applicable final results, which, the program purpose is to get it. In the applicable programming, the aim should be partial distinguishable and realistic or indistinguishable and inapplicable general and total aims, are not useful for programming. It's obvious that, only with aims which have been partials, the programming work become applicable, otherwise we can not execute programmed the total aims. The aims for being programmable and applicable, we should be able to assess and measure it and immeasurable aims stops the programmer forecasting and make the programming impossible. The ability of measurement is not meaning to add quantity obligations and aim manifestation, because it is possible that, we want to evaluate the aim from quality point of view, more than quantity. Reality of aim and possibility of its applicability is aim important point. An aim become successful in programming,

This is suitable with complied organization possibilities and circumstances. those aims which have been sunken in possibilities, or adversely in those aims, that ignoring the possibilities have no chance of successfulness and don't make any correct use of sources [3] Structure: Organizational structure is an official social stable communication structure that get the sources and establishing the communication and in formations from environment phenomenon's and around makers. In a known procedure, change and transform them to input and out put, which includes offer and demand and preparing products, services, information, communication and knowledge. This definition emphasize of out organizational makers.

Because, economical elements like capital, work force and production, all of them getting from organizational environment and go back to around environment and extra organization. So, organizations, transformers, presentations of capitals and work force are information, communications, knowledge and services.

We call these activities and applications "procedures of organizational activities" and actually, organization includes the demand and offer structure and works as relation between demand and offer. Demand for investing capitals of sources,

Also like work force, do in organization. So after executing the reforming and transformation of sources in making procedure and producing, go back to offering the goods and services to market and being ready to another aim. Generally, the legal organizations, because of official records and complied structure, from subsistence point of view, in compare to unofficial organizations and structures, have more stability, which affected to organizational activities in specified time cycles. [4] Common points in organizational structure on the basis of veber opinion, in modern bureaucracies, work distribution in clear and personals have necessary skills and specialties. So, organizations employed those personals, who have the necessary talent to learn the skills. In these organizations skilled and special persons, with attention to their talent, skills, appointed to organizational different levels and authorize them to do their duties and responsibilities. In these organization, abandoned the limits and authorities base on roles, laws and ordered procedures, which called them "sops", or standard procedures. usually sops procedure, improve and support the justly laws provisions in organization and as a whole, in ions, working promotion and personals knowledge are

base on skills, training cycles, talents and working abilities, not base on friendly relations and familiarizes. In these situations, has efficiency and Fortuna ting in desired limitation.

[5] Communications: Herbert Simon is organizational communication beforehand View, believed that, organization is not the only organizational structure, rather establishment of communication and organizational behavior. (Same source: 83) Simon in this books explained that, for understanding the organization and personals behaviors, it is not enough to assist and study personals behavior and behaviors, because organization has complex relations, orders and systems which are related to it and should study them very carefully.

Existence of useful and correct communications in organization, has been reckoning one of the important parts in successful management. It has been proved with experience that, if there isn't correct relation establishment in organization cases circulation becoming deranged and works is being disturbed. Without effective communication system, concordant, programming, organizing, controlling and managers other duties will not prove to be effective and in absence of this system, managing the organization, will be impossible. In every organization, information should be empowered to manager. Mentiseberg, figuring the informative and communicative rule of manger in organization, has his basically rules. In his opinions, a manager has three basic rules in an organization. Making relation between personals and members of organization. Rule, collecting information rule and decision making rule, which are on three basic transforming information. Communicate; graft the organization texture and case unity and concrete in an organization. The manager is responsible for making correct communications in the organization and aim of managing all the managerial levels, is from upper to lower officials, so that managers should become in form communication quality procedure and know the effective relation establishment.

**Leadership:** Before the expressing the Mackgregoze view about thoughts view about leadership particulars, returns to person's specifications.

While Mackgregoze believe that, for leadership other particulars and cases are important. For an example, securing the followers needs, organizational designation, leader behavior in organization, duty and organizational aims. So, leadership is not related to personal

specifications, but also related to the situations, opportunities and other complex environmental cases[6].Leading the organization, is a long the most important management duties. The leaders rule is in organizing organizational structure compatibility appointing the macro - resolution towards perspectives, commissions aim and macro programming of organization leaders are in the order of environmental structure of organization and their decisions are directly effective in out put and sharing and finally success and eternity of organization and one of the important agents an important environmental circum ferentiating and leadership, that manager operate in that organization. Leadership in management is affecting to others, by way of encouraging the persons, having preference priority, to get organization aims. Leaders appointing the priorities and operating aims precedence for staffs. By the way that, a good leader can makes ready the staffs for accomplishment of all duties and cases, leadership in management is a part of management duties, that operate in relation to be behavior between group and subset.

On opinion of many management scientists, the leader duty in management has extensive meaning and including: thinking physical and between group procedures, so leads the management towards organizational aims and structure attainment. It is obvious that, one of the distinguished cases between leadership and management is that leadership is elective and management is appointed [7]. Reward: Henry Fayol's proposal for reward paying order is that,the rewards should include dividing the dividend a long with establishing motive for organization staffs.Because paying the participation dividend, has very important share in encouraging the staffs organization, undertaking. Foyal believes that, system and paying suitable rewards orders in efficiency and sharing is effective. Alton Mayo, the management scientist, believes that organization can not behave with staffs like goods, so because of that, they do their duties with extensive delight not with constraint. Alton Mayo, in his extensive studying and research, about changing the work conditions and etc effecting changing the lighting of work shops, which was electronically in the workshops and location of workers working of Harton's company, result of this report, appointed the attention of managers and supervisors to work. Problems and working environment, breaking out and information about work problems. Alton Mayo, the management scientist, believes that organization can not

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organizational :Both views can combined with each other and make one combine and common view, which is called E / O [9].

**Basic of Changing Management: Basic of Managements Consists Of:**

- Changes management should be a long with attracting the personals cooperation.
- Studding the present situation and condition of an organization are necessary.

In this studying, analyzing the assessment, possibilities condition, abilities, circumstances, opportunities, organization threats are in priorities.

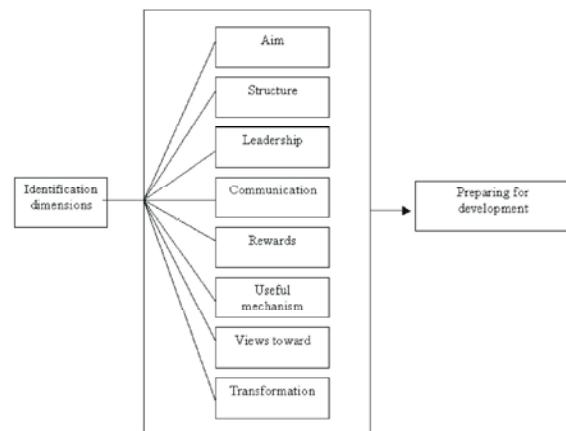
- Preparing a picture of leading organization circumstances towards aims.
- Preparing the programs should be towards analyzing the resolutions and measurement and assessment standards.5; preparing programs and suitable resolution, communication establishment, making facilities on attracting the personals

Cooperation for performing change management are necessary.

Transformation of organization, is a kind of organization reviewing, which has been under consideration at the end of 1950 and beginning of 1960 and basis of it, being firm on insights and information, produced from searching, theories and related operation with changing programming. The area of the organization transformation, in it's evolution direction, has been reached to fixed frame, which are consists of theories and applications and settle many important problems, exiting in organization [10]. we live in a word, affected successful transformation in an organizational needs to programming and procedures with out pay considering the transformation tags, can't get to useful and Manu factional transformation. For performing transformation we should spend the following stages. With attention to important subject and expression we can say transformation organization is activities and offering, programming in all organization that manage with major manager organization that effective and healthy of organization increase from programs 's change's programs in process organization with behavior scientists. Successful transformation in organization needs to

programs and stages, without attention transformation can't receive to create and effective transformation for doing transformation should be done stages. The first stage is identifying the exiting situation that areas and priorities for making transformation should be identified and also identified those areas which probably resist against transformation programs. Second stage attracting the viewer cooperation, which includes revenues or scientific societies and association, experts, making easy paying provisions to transformative affairs viewers, explaining the responsible personals, about necessity of enough entering. The next stage in qualifying transformation are transformation aims, which includes suitable standard ratio for transformation programming indicator and asserting qualifying the material and non material aims of programming. The fourth stage is to bring together cooperative theories of authorities in designing, which includes general and major testing for program designation and program future authorities handing over the necessary option, making motive in designer, excluding administrative obstacles and cooperating in operation stage. Fifth stage is covering the designer, which including the handing over the suitable option to organization, making the designers familiar to necessity of transformation in an organization making suitable structure and budget allocation in transformative program. Sixth stage is making cultural bed in an organization level: includes; informing the personals box necessity, identifying the talented personals for activities in transformative programs, offering suitable for from transformation in an organization and handing over the responsibility to transformation designers and authorities programs. In this case, we have identifying the central nucleus. From provisions point of view, the manager order the necessary instruction and issues the official communication. Making bed should be suitable with program aims and ask the including personalizes. The seventh stage is using the previous programs feed backs, including analyzing the previous programs, legal guarantee compilation towards continuation of previous programs. Eighth stage is making clear the minute and macro aims of transformation which includes specifying the program administrative policies targeting or aiming and compilation aim for transformation program. The last stage is forming the studying groups which include investing on improving consultative companies and doing the measuring and field studying in an organization [11].

### Research Theoretical Form:



### Research Method

**Statistical Society of this Research Formed:** The Behkadeh Razavi cultivation and industry complex staffs, about 237 persons.

**Sample and Sampling Method:** About 146 persons, as sample volume have been selected with accidental method.

### Collecting the Information Tools:

- Identification of organization dimensions: which includes 35 questions for identifying seven areas of the aim, structure, leadership, toward, useful mechanism and views towards transformation? For final measurement, we used the Koronbakh alpha and has a coefficient equal to %92/20
- Preparation ratio questionnaire for organizational transformation:

This questionnaire includes 17 questions and 5 options and has been used the Leek ret - method to measure 17 area of preparation ratio for organizational transformation, for final measurement of this questionnaire, we have used the Korenbakh alpha and resulted a coefficient equal to %85/5.

**Analysis Data:** The information is earned from analysis information is done on the base of descriptive and conceptual static. In the part of descriptive group design, dimension of center and division is calculated and in the part of conceptual statistic of multiple cofficiance tests of spearman and Pearson and T tests or variance analysis table has been used.

Table 1:

Aim	Preparation ratio for organizational transformation
Pierson correlation coefficient	O. 483
P.value	O
Numbers	131

Table 2:

Structure	Preparation ratio for organizational transformation
Person correlation coefficient	O.511
P.value	O
Numbers	129

Table 3:

Leadership	Preparation ratio for organizational transformation
Person correlation coefficient	O.606
P.value	O
Numbers	131

Table 4:

Communication	Preparation ratio for organizational transformation
Person correlation coefficient	O.461
P.value	O
Numbers	131

Table 5:

Reward	Preparation ratio for organizational transformation
Person correlation coefficient	O.461
P.value	O
Numbers	131

Table 6:

Useful mechanism	Preparation ratio for organizational transformation
Person correlation coefficient	O.474
P.value	O
Numbers	131

Table 7:

Views towards change	Preparation ratio for organizational transformation
Person correlation coefficient	O.435
P.value	O
Numbers	129

### Research Finding

**First Hypothesis:** there is a relation between there is relation aim and preparing ratio for organizational transformation in Behkadeh Razavi cultivated and industry complex. we use the cooperation coefficient, for organizational transformation the exiting relation between test and aim and preparation ratio, which resulted from the related table as following :

With attention to results getting from table 1, UN relationship Between aim preparations ratio agent is rejected in the level of %95. And because, the correlation coefficient sign is positive, which shows that, identification of suitable aims for organization, increase the preparation ratio for organizational transformation.

**Second Hypothesis:** There is a relation between structures and preparing ratio for organizational transformation in Behkadeh Razavi cultivated and industry complex. for existence of relation between structures And preparing ratio for organizational transformation using from correlation coefficient, that the related table is as follow :

With attention to result from table no.2, un relation between preparation ratio agent for organizational transformation on %95 level, is rejected and while correlation coefficient sign is positive, shows that correction and improving organization transformation.

Third hypothesis: Between leadership and preparing ratio for organizational transformation in Behkadeh Razavi cultivated and industry complex, is a relation.

For testing the relation between leadership and preparing ratio for organizational transformation, use from person's correlation coefficient which the table is as follow:

With attention to results from table no3, un relation between leadership with preparation ratio for organizational transformation on %95 level, rejected and while correlation coefficient is positive shows that improving the leadership in an organization, case the preparation ratio in organizational transformation.

The forth sub hypothesis there is a relation between communication and preparation ratio for organizational transformation in Behkadeh Razavi cultivation and industry complex, for existence of relation between communication and preparing ratio for organizational transformation, we are using from person's correlation coefficient, which the table is as follow :

With attention to result from table no 4, un relation between communication and preparation ratio agent for organizational transformation, is %95 level, which is rejected and while correlation coefficient ratio sign is positive, shows that improving the communication in an organization, increase the preparation ratio for organizational transformation.

**The Fifth Sub Hypothesis:** There is a relation between rewards and preparation ratio for organizational transformation in Behkadeh Razavi cultivated and industry complex. For exiting test between rewards and

preparation ratio for organizational transformation, we use the Pearson's correlation coefficient that the related table is as follows:

With attention to results getting from table no 5, a relation between reward and preparation ratio agent for organizational translation on 95% level is rejected and because correlation coefficient ratio is positive, shows that using from rewards system in an organization, will increase the preparation ratio for organizational system.

**The Sixth Sub Hypothesis:** There is a translation between useful mechanism and preparation ratio for organizational transformation in Behkadeh Razavi cultivation and industry complex. For exiting test about relation between useful mechanism and preparation ratio for organization translation, we are using the person's correction coefficient as the related table is as follows:

With attention to results getting from table no 6, UN relation between useful mechanism and preparation ratio agent for organizational translation on 95% level is rejected and because correlation coefficient sign is positive, which shows that using useful mechanism on organization, increase the preparation ratio for organization transformation.

**The Seventh Sub Hypothesis:** There is a relation between views towards change and preparation ratio for organizational transformation in Behkadeh Razavi cultivation and industry complex. And preparation ratio for organizational translation, we use the person's correction coefficient as the related table is as follows:

With attention to results getting from table no 67, UN relation between views towards change and preparation ratio agent for organizational translation on 95% level is rejected and while correlation coefficient sign is positive and shows the improving views towards change in organization, which increase the preparation ratio for organization transformation.

## RESULTS

Organization, an extensive meaning, are the basic texture of present society and management is the most important element life and death of organizations. Manager, leads the present situation towards suitable one, because organizations give form to human's life, the informed managers also can give form the organizations, but the giving form to organizations, need that the managers should have enough knowledge about aim

structure, communications, rewards, useful mechanism, views towards change and influence of each one of the organization dimension, on preparation ratio. For organization change, should be understood, which during organizational capacities measurement should be careful and instead of doing changes in has organization, should not slaughter the organization.

The findings of this research shows that, that meaningful relationship is between knowledge the organization dimensions and preparation ratio for organizational transformation in Behkadeh Razavi cultivation and industry complex,

The findings of this research are related to Ali Rezaeean, Mohammad Reza Mottaghy Zadeh, Rohollah Tavvallaee, Mary Parker Foul, Ali Soory, Galbriet and Fariba Hanifi's researcher. For testing the relation exiting between sub hypothesis and preparation ratio for organizational transformation, used from person's correlation coefficient.

On all sub hypothesis, the correlation coefficient is positive and  $p\text{-value} < 0.05$ ,  $p\text{-value} = 0$ .

And the UN relationship between sub hypothesis preparation ratios for organizational transformation on 95% level is rejected.

A little thinking on coefficient of related correlations, shows that the leading with correlation coefficient 606%, the most influenced and reward with correlation coefficient 369%, had the least influence with preparation ratio agent, for organizational transformation.

## Suggestions:

- For the first sub hypothesis, which between aim and preparation ratio, for organizational transformation, there is a relation, propose that : organization aims, should be define exactly being designated and clearly for staffs and should use the personal partnership and their views.
- Finally, a targeting should be done in a manager that the organization personals feel, that when they reach to aim. Personal interests also should be sewing ring.
- For second sub hypothesis, which between structure and preparation ratio, for organizational transformation, there is a relationship, we propose that:
- Unit's structure should be designed, to divide the works and making responsibility and range of each of one the personals responsibilities and they should need to attain the training classes.

- For third sub hypothesis, which is between leader and preparation ratio for organizational transformation, there is a relationship and we propose that:
- The organization's leaders should be mirror of aims.

**For Forth Sub Hypothesis:** There is relation between communication and preparation ratio, for leader instruction and decision making in an organization, by establishing the training sessions, celebrations, to solve the problems.

**Fifth Sub Hypothesis:** There is a relation between rewards and preparation ratio, for organization transformation, one should do to get the organization's aims and offering suitable feedback from motives and motivations, to attract the personals doing.

**Sixth Sub Hypothesis:** There is a relation between useful mechanism and preparation ratio for organizational transformation; one should use those methods to solve the problems.

**Seventh Sub Hypothesis:** There should do the best policies and workings.

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