

## THE RELATION OF ORGANIZATIONAL HEALTH WITH TEACHING AND RISING ORGANIZATION OF SHIRAZ EMPLOYEES' CREATIVITY

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### ABSTRACT

The aim of this search has been investigation of relation between organizational health with teaching and raising organization of Shiraz employees. This search is the kind of applicable, and method of searching, an introduction of coordination. The statistic society has been all employees of Shiraz teaching and training organization more than 560 people. From this amount 230 people has been selected randomly. The device of searching is such: The questionnaire health organization Miles & Cleanguel which its last rate gained by Alpha Kronbakh 88% and the questionnaire of employee's creativity Abedi that its last result measured by Apha Kronbakh 86%. For analyzing the data it was applied of T test by SPSS software in the search. The founding indicate that: There is meaningful relation between each factors of organizational health with employees' creativity. Between the stages of men and women creativity there is a meaningful difference.

**KEYWORDS:** Organizational health, Creativity, employees, Teaching and training

Teaching and rising is as the base of cultural, social, economical political developments of any society. Nowadays in many countries improvement of teaching and rising set up growth and after defending tasks it gives the most share of budget. Fundamentally effective organizations for reaching their goals they apply dedicated sources. The most important organizational source is the human source, in which the managers and other creative sources of organization have effective role in reaching the goals of organization, and effectiveness would be made between managers and employees. By today progressive improvement and technology and the current of today information we need rising people who can encounter difficult problems with creative brain and solve them and by this we need setting up and empowering creativity to a progressive society. (Nik Nami, 1996) Nowadays the vital condition of each system is paying attention to its creative human sources and an attempt to receiving this title «Our creative employees are our most precious finance» ( Taali, 2007, P.89) Increasing creativity in organization can lead to quality and high service promotion, decreasing the costs, opposing of wasting sources, decreasing beauty and increasing accessibility and increasing interest and job satisfaction between employees. By applying of the results of survey in the searching organization for making innovations by coordinating the members and setting with the environment, it reached to its goals to have an improving and progressive society. (Samkhanian, 1999).

The biggest part of world society goals in the third millennium concern directly with health subject. From the managers' point of view of our country, today

the most important obstacle in front of organization leaders is the improvement of parts of organization. In this environment, the organizations of health branch of country are encountering more with promoting the capabilities of their human sources. (Zaki, 2001) According to Mayels "Organizational health" depends on it implies on short time organization position also it insist on a complex of rather stable organizational specifications. (Joe Hech, Mary, 2006) One of the symbols of management succeed is in doing its duties. When an organization has right specifications all the organization activities, staff coordination, simplification of tasks would be automatically for reaching to the organization goals. According to Alagheband "The think of reaching a healthy organization grow us to the conditions for organization promotion". (Alagheband, 2008).

### CASE STUDY

One of the reasons of effectiveness of training organization is its staff creativity. May understand the creativity position of a training organization can lead to employing and selecting effective and creative employees and it make more coordination of employees in the organization. (Trans, R, 1994). The concept of positive health absorb the field to expand the organization or cause being dynamic for it and make innovation between the managers and employees of the organization. (Hovi & Miskel 2003) Regarding to the position of an educational organization and the need of having health in the technical fields and bureaucratic field change it to a stable organization and defend with external energies and guide its energy in a precious field and lead to innovation and

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creativity of human sources in the organization. (Hosseini, 2007) Nowadays educational organizations need to creative and active staff to do the roles of coordination in organization. In this position people who differ the Situations in disordering and changing them to calm situations so they are very active and creative people, to make cooperation. For managers trying to maintain the stage and promoting to others is on up going tasks. (Zareyi, 1999) But the parts of organization health for ones in education system is an unknown concept and by this reason most of them fell in low quality, absence, asking to transfer other organizations and etc. they try to manage the situation by putting pressure on employees, but they neglect the problem is another place and from other thing. (Haghighat Jou, 2009).

## **THEORETICAL CONCEPTS AND BACKGROUND OF SEARCH**

### **Concept of health**

The health means lack of disordering in an organism. Mayls believes instead of organism of an organization and the kind perfectionist of complete health. The organizational health has understanding points. (Alagheband, 1999).

### **The concept of organizational health**

The concept of organizational health applied for the first time by Mals in 1969. (Kourkmaz, 2007) It indicates to rather stable specifications and it means the stability of organization and its more coordination. (Hosseinali, 2005) This concept which applied first by the organization stability by Parsons, Hovy & tartar, (1997), Hovy7 Miksel (1991) they defined as the organization abilities for coordination. (Korkmaz, 2007) Anyone needs his health to continue his life. An organization as an alive creature and organic to reach its goals need its health in which this health does not provide, it would be difficult to his goals too. (Wien, 1987).

The indexes of organizational health regarding to its application is different by in analyzing organizations we encounter: Environment coordination, competence of solving problem, concentration on bureaucratic tasks, innovation in operation, prizes and admirations, ... to show the organization competence. The organizational health was made for understanding the staff interactions, this factor absorb someone attention in organization. (Hovi & Others, 1993).

### **Organizational health trait**

Hovi & Miksel introduce the healthy organization traits as: The employees sense of donation to organization and desirable to express their ideas about solving problems, deciding in organization is depending on: Ability, Creativity, Responsibility and classification of time and logical analyzing. Designing the plans in organization are made on application and ordering, in the other word accessing the responsibilities are observed of members cooperation – the judgment about the needs are investigated. The tasks which solved in the institute are such personal needs – cooperation would take place freely and on volunteer. All employees are ready to help and cooperate to solve the problems for reaching to desirable goal – anytime critics threaten the organization everybody try to evade it all together. Paradox in deciding is very important and as the employees feel they express and they want this from others. On selection and desire they operate in activities and presenting in the institute is joyful for them, the management is doing flexibility in organization and in the needed situation the management try to change himself and they try to coordinate themselves with organization and the sense of trust and cooperation increase between the colleagues. (Hovi & Miksel, translated seyed abas zade, 2003).

### **The symbols of organizational health infirmity**

Liden and klindon express some heal infirmity symbols as following: Lack of innovation and creativity but the parts of organization health for ones in education system is an unknown concept and by this reason most of them fell in low quality, absence, asking to transfer other organizations and etc. they try to manage the situation by putting pressure on employees, but they neglect the problem is another place and from other thing. (Hovi & Miksel, 2003).

### **Theoretical stages of organizational health and its part (OHI) from Hovi and his colleagues' view**

As completion of organizational questionnaire (OHI) Hovi and his colleagues (1987) the organizational health is in three stages (Institutional, bureaucratic, technically) and seven parts (Unique part of the stage of institute, the part under management, comparison, shaping the sources, regarding to bureaucracy, the parts insisting on technical points,) are classified as the followings:

### The institutional stage

Unity institution: it pointed to the organization abilities, in a way that it can hold its unity and the programs of the organizations, the employees are surrounded from the damages of public pressure, the public needs are not coordinated with organization needs and they can not affect on organization operation.

### Bureaucratic stage and its part

**Manager support:** Manager Ability on affecting others, absorbing their attention more organizational points and emissions, not encountering bureaucratic classification for giving more services, not being dependent to manager and these all are the effective leadership key.

**Consideration:** Consideration is the reflex of admiration and respecting and cooperation. Consideration does not mean artificial well treatment even it is paying attention to colleagues honestly.

**Constructing:** Manager Treatment indicates labor relation, Manager, job expectation, applications standards obviously. Manger treatment is on task and successfully. Constructing is like consideration an important part of effective leadership.

**Supporting sources:** Providing facilities of job for implementing effective of organization missions. Tools and needed facilities easily can be accessible and from this point it would be answered to colleagues demands in different part of organization.

### Technical stage and its parts

**Spirit:** It pointed to public sense and being open and having bilateral confidence between colleagues. They make a harmonic environment to do their task. They like each other and they help each other and they are proud of their organization.

**Scientific insist:** According to the position "The think of reaching a healthy organization grow us to the conditions for organization promotion". One of the symbols of management succeed is in doing its duties. When an organization has right specifications all the organization activities, staff coordination, simplification of tasks would be automatically for reaching to the organization goals. (Alagheband, 2008).

### Bureaucratic health dimensions

The present studies totally introduce eleven factors of organizational health:

1- Relation: In a healthy organization the relation should be facilitated the staff and higher and downer stages. 2- Cooperation in organization: In a healthy organization all the stages are working together. 3\_ the credit and organization fame: a healthy organization reflects the senses of its fame and credit. 4- Spiritual: suitable spiritual in are make of a friendly environment where the colleagues love their job. 5- Loyalty and commitment: The trust is always in a healthy organization. 6-ethics: In healthy organization ethics has special location. The employees desire treat on ethics. 7-indentifying operation: In a healthy organization the employees feel they are valuable and they are motivated. 8- The goal: In a healthy organization the goals are clear and the affairs are on goals. 9- Leadership: Leadership is an important factor in organization proficiency. The leader have friendly treatments and employees van contact with them easily. 10- Improvement and staff applications: In a healthy group usually there is a proper group supporting employees operation. 11- Applying the sources: The employees should pay attention the sources distributed between them. (Alaghe band, 1999).

### The concept of ethics

The scientists introduce creativity and innovation, that each of them is clarifying one part of innovation. Creativity is the think of finding a new solution in which the innovation is operating that new thought. From creativity to innovation there is a long distance and by that the creativity turns in to an operation it takes time and it should be done lots of attempts. (Alvani, 1999, 223-224) It should be called the creativity the best part of human learning or the highest stage of human's mind. (Taleb Bidokhti, 2005, p.16).

Creativity can introduce in different methods. But often the researchers introduce creativity from the period point. From this point he creativity often introduce as creating new thoughts. By this two important traits of creativity are as followings: -Being new idea – being useful idea-(applicable) being new idea concern to its originality. Being useful meaning it relates to other parts and it makes bases for the value of organization. (Dewet, 2004, P285, Goyal & Akhilesh, 2007).

Creativity is a base for innovation; these two words are not synonyms. Innovation is the implementation of good ideas in the organization. From this point creativity is the necessary condition for innovation. ( Shahr Aray, 2006. P.619).

#### **The course of creativity and innovation**

- 1- Employing: Absorbing to a subject
- 2- Experiment: In this grade the made ideas are experimented to clarify they are right or wrong?
- 3- Filtration: The ideas applied scientifically
- 4- Giving and selling: It is the stage that most of the creativities be numerated, Managers should accept the ideas and they sell them to clients.

#### **Innovation and creativity techniques**

- 1- Speculative excursion: In that form of technique a little task asked them at the same time to find an answer to them. The answers are written on a board that everybody can look them. This task cause that the mind motivates and triple to other minds. (Alvani, 2006,P.334)
- 2- Morphological analysis: It is a kind of technique by which the concepts analyzed because of this first we define the stages of study for ourselves. In this stage it should be attempted that all factor registered then we should analyze the factors and in this concern we reach to different methods for it. (The same.)
- 3- Imaginary circulation: It is a kind of technique by which the concepts analyzed because of this first we define the stages for finding different ideas then it lead to relation between the concepts. (The same, P.239)
- 4- The motivate questions: The questions can turn in to plans instead of being increasing or decreasing, possibility of change, possibility of mixing, and the possibility of other applications and guide one to new thoughts. (The same, P.240)

#### **The conditions of making innovation and creativity**

- 1- The creative environment: One of the ways of making innovation is making creative environment. In this form that the management should be ready for listening any new idea from any one in company. In fact the organization should be looking forwards these ideas and should not wait new thoughts. Applying talent management is an effective device in organization.

- 2- Making time for creative activity: The companies can donate the especial note book that has competency.
- 3- Having suggestion system: One of the ways of making innovation is applying suggestion system that any one can give his suggestion.
- 4- Making a proper unit for creativity: Sometimes a proper group of employee is applied for creativity and in some organizations it is called research and development (R.D) part. These parts apply their times for finding new innovations and sometimes just search. These surveys are done for knowledge promotion and they apply fast. (Rezayian, 1994, P.29-51)

#### **The hypothesis of survey**

Main hypothesis: Between the organization health and employees creation there is a meaningful relation.

**Subordinate hypothesis:** Between desire and creativity there is a meaningful relation. – Between innovation and employees creativity there is meaningful relation. – Between cooperation in deciding and employees creativity there is meaningful relation. Between independency and commitment there is Meaningful relation, Leadership with employee's creativity has meaningful relation. Between men and women there is meaningful difference.

#### **The method of search, Society, sample**

The method of survey is introductive from cooperation kind. The sample society of survey is the employees of Shiraz educating system that they are 560 people. In this concern the regions of 1,2,3,4 it was selected 230 people by Kokaran formula consisting 160 men and 70 women.

#### **The device of measuring in survey**

The questionnaire of organizational health (OHI) by miles and cleangol with 38 questions with likret with five stages (absolutely agree, agree, no idea, completely opposing, opposing). At last part of this survey it was made of Apha Kronbakh chronologically, spirit 89%, innovation 83%, cooperation in deciding 91%, Commitment and independency 78%, mangers support 82%, Unity and comprising 88%, Improvement and application 83% and this test was estimated of 54% in 0/001 meaningful. The creativity test is a pencil test and for the first version of test Abedi applied it by Torrance

from creativity in 75 subjects.(Abedi, 1994) The last of this test gained by Alpha Kronbakh for whole the test 86%. In this test Abedi the test of creativity with 60 subjects, chronologically four factors Mobilization (16 subjects), Finding (22 subjects), Flexibility ( 11 subjects)should be all measured. Each subject has three points which measure the creativity from low to high and give the scores 1 to 3 to it.

### **The searches done in the country**

There are some searches in the country that they were implemented by Akbari and his colleagues in 2013, the results of this survey indicate there is a meaningful relation between and organizational health for employing the staff. (Akbari & others, 2013).

The creative environment: One of the ways of making innovation is making creative environment. In this form that the management should be ready for listening any new idea from any one in company. In fact the organization should be looking forwards these ideas and should not wait new thoughts. Applying talent management is an effective device in organization.(Haghighat ju, 2007).

One of the ways of making innovation is applying suggestion system that anyone can give his suggestion. The questions can turn in to plans instead of being increasing or decreasing, possibility of change, possibility of mixing, and the possibility of other applications and guide one to new thoughts. (Zare, 2010).

In that form of technique a little task asked them at the same time to find an answer to them. The answers are written on a board that everybody can look them. This task cause that the mind motivates and triple to other minds. (Alvani, 2006, P.334).

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investigated. The tasks which solved in the institute are such personal needs – cooperation would take place freely and on volunteer. All employees are ready to help and cooperate to solve the problems for reaching to desirable goal – anytime critics threaten the organization everybody try to evade it all together. Paradox in deciding is very important and as the employees feel they express and they want this from others. On selection and desire they operate in activities and presenting in the institute is joyful for them, the management is doing flexibility in organization and in the needed situation the management try to change himself and they try to coordinate themselves with organization and the sense of trust and cooperation increase between the colleagues.

### **The surveys done out of country**

Tsumi and colleagues had investigated the teacher's consideration regarding to organization commitment and personal traits. (1994) regarding to the found of this survey the organizational health has five direction, scientific insistence, consideration, organization unity, are the prediction factors. The founding indicate that school would selected as testing group the school and the scientific devices can be the devices of evaluation.

Andirioupolos had done a searcher about organization creativity in 2001 it has been predicted that organization environment as a factor in creativity.

### **Survey founds**

Main question: Is there a meaningful relation between organizational health and creativity?

The gained results indicate that between seven factors of health organization and Beta index /46 in the first of importance for predicting creativity. The unity and consideration in the second rate with Beta /38 and innovation with /35 in the third rate and cooperation with beta 30 is in the fourth rate and the n the spirit with beta 22/ is in the fifth rate and then the manager influence is in the sixth rate, it should be mentioned that between creativity and other factors there is a Meaningful relation and it is predictable by the variance of employee's creativity via predicting (organizational health).

**Chart2- The results of multi factor regression between creativity and organizational health**

Meaningful rate	F	The average of indexes	Freedom rates	Total	The source of modification	Model
/000	6/64	168/77 25/39	7 122 129	1181/41 6398/64 7580/05	The total regression	1

So concerning to the above chart results there is a meaningful relation between organizational health factors and employee's creativity also the amount of gained F is bigger than the result of chart and this shows there is a meaningful relation between organization health and creativity.

**Founds of subordinate question**

Regarding to the factors of organizational health there is a close relation between employee's creations and the most relation between improvement and less it concern to creativity

Founds of subordinate question: Is there any difference between men and women employees' creativity?

The gained results are indicating that men creativity (57/21) with the creativity average (42/79) is a difference with 0/01 stage.

**DISCUSSION AND CONCLUSION**

The indexes of organizational health regarding to its application is different by in analyzing organizations we encounter: Environment coordination, competence of solving problem, concentration on bureaucratic tasks, innovation in operation, prizes and admirations, ... to show the organization competence. The organizational health was made for understanding the staff interactions, this factor absorb someone attention in organization. The mangers should know that creativity and innovation spread between all parts of organization and the employees this important can be possible by modifying the look to the employees "Human sources" to " Valuable founds" for the organization that expreince promotion and high degrees. In the undesirable position it has more critics regarding to creativity and one of the ways of crystallization of creativity is making a proper situation for talented people to grow and giving the empowering ways of leadership, independency and commitment are the concerning to the employee's creation. Also the index of /42 is showing that /42 of variance is defining by the

organizational health and it has a direct relation with employees' creativity. The leadership off organization can increase the creativity during the employees and also vice versa and also the study of Haghghat ju and his colleagues (2010) and Akbari and his colleagues (2013) are improving these relations. The results of T test on employees' creation are indicating the relation between the woman and men creations. Also the results of survey are indicting that men creativity is more than women and ultimately by this it lead to making desire between the colleagues though the organizations of rising and educating offices are applying the new ways in this concern. They are making new situations for growing creativity and by spreading the culture of this horizon and omitting the regulations and increasing the management to provide innovation and creativity beside the employees, between colleagues.

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