

Relationship between organizational health and positive attitudes of employees working in the province of social security

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Abstract

The present study examined the relationship between organizational health and positive working attitude is discussed. This research is descriptive. All employees of the Social Security were selected numbers of 2,999 people in the province to form the study sample that 384 of them using stratified random sampling, the sample. This research tool are, organizational health questionnaire (Hui and tartar, 1991) and a positive attitude working (self-made). To analyze the data using the Kolmogorov-Smirnov test, normal distribution of data was evaluated and then used to test hypotheses significant correlation was measured. The results showed there is a significant relationship between organizational health and positive working attitude. So the increase organizational health, Positive attitudes of employees will also increase.

Keywords: organizational health, Positive attitudes to work, Social workers province.

Introduction

The importance of human factors and its unique role as a strategic resource and the design and implementation of organizational systems and processes in place is much higher than as far as the institutional development of human thought as the most important source of finance for the organization is mentioned. Therefore, organizations are to survive, police and development of their human resources educated by the rapid growth in the global scope, continuous improvement, efficiency, profitability, flexibility, adaptability, and preparation for the future enjoyment of a privileged position in the field achieve their activities. Without these qualities, an organization really is impossible to be competitive and effective in dealing with the best of them.(Abbaspoor,2007)

The theoretical literature on organization and management, we are familiar with a new subject, and it is the health of the organization. Researchers in the new field of organizational studies are positive, individual and organizational dynamics leading to exceptional performance and ways in which the organization and its members are progressing in the right direction and be able to show. The researchers are investigating the exceptional performance organizations.(Ansari et al,2009)

Although organizational health, as discussed in the management literature, primarily related to employee health but a gradual evolution in the use of words and movement of health the health management processes, culture and structure and due to psychological factors, adaptation to environment, feelings of employees, leadership, trust, mutual support, social responsibility, effectiveness, and it was created.(Trid,et al,2009)

In this study, the organizational health of the literature and discuss the results of research conducted in this regard. Research that has been done, most health organizations have studied in educational environments. The present study addressed this issue in an office environment, the with an attitude approach - behavior, positive attitudes desire to exert effort by employees working slowly. And to answer the question whether the organizational healths of the positive attitudes affect employees?

Theoretical literature

Organizational Health: According to Miles (1969) organizational health is to survive in their environment and adapt its organization and its ability to promote and develop greater consistency.(Jahed,2004)

Health Organization's definition of Miles in 1969 and proposed a plan for assessing the health of the organization, said that the organization is not always healthy. He refers to the organizational health to survive in their environment and adapt its organization and upgrade and expand its ability to compromise more. Observers in healthy organizations committed and conscientious staff, high morale, communication channels open up and find success and a healthy organization where people want stay and work, and to be proud of themselves useful and effective. As Parsons says: All social systems, if it is to grow and expand, have four basic functions (adaptation), (business purpose), (unity), and (durability) has successfully done.

In other words, Successful problem solving are four organizations:

1. Failure to obtain adequate resources and adapt to their environment;
2. The problem of defining and implementing the goal;
3. The problem of maintaining unity within the organization;
4. The problem of creating and maintaining a unique value system.

Therefore, the organization must adapt to the needs and requirements of target acquisition and expression, social and normative unity deal to do, it is assumed that healthy organizations, the effectiveness of both those needs are met. Consequences of attitude can be seen, but it is not visible.

Early studies assumed that the relationship between attitudes and behavior the causal relationship between them and their attitudes that determine how people act.

Of course, common sense confirms the existence of such a relationship. Although in the late 1960s, the relationship between attitudes and behavior was challenged by a series of investigations. Of course, common sense confirms the presence

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of fetal relationship. Although in the late 1960s, the relationship between attitudes and behavior was challenged by a series of investigations.(Omidvaran,2000)

Attitude reflects the interaction of emotion, cognition and behavioral tendencies with regard to something, someone or some other group, an event, a thought, and the like. A pre-arranged business completely agree or disagree attitude toward an object is defined through behavioral intentions into behavior affects.(ansari,2006)

Literature Review

Talebpour and colleagues (2013) examined the relationship between organizational health and effectiveness of the Faculty of Physical Education and Sport Sciences, State University of Tehran: The purpose of this research, relationship between organizational health and effectiveness of the Faculty of Physical Education and Sport Sciences, State University of Tehran. The cross-correlation method is implemented in the field. The research population consisted of all the staff and the Faculty of Physical Education and Sport Sciences, State University of Tehran 126 persons were selected according to Morgan. Data collection tools, two questionnaires, organizational health questionnaire with 38 questions and efficacy questionnaire with 20 questions. Cronbach's alpha was used for reliability evaluation test slat organizational effectiveness and reliability of the questionnaire the questionnaire was estimated. For data analysis, descriptive statistics (mean, standard deviation, etc.) and inferential statistics (Pearson correlation coefficient) with spss software version 13 was used.

The results showed that the relationship between organizational health and effectiveness of the Faculty of Physical Education and Sport Sciences, State University of Tehran. And to increase organizational effectiveness increases, therefore, managers should think about the effectiveness of measures to promote organizational health organization whose goal is to rise as well.

Krdtmyny et al (2011) comparative study of organizational commitment and job satisfaction as a function of mental health staff Ali's Muslim University (India) and Sistan and Baluchestan

This research aimed to investigate the relationship between job satisfaction and organizational commitment and mental health among employees of the University and the University of Sistan and Baluchestan is indisputable Ali. The sample consisted of 205 employees (104 employees and 101 employees of the University of Sistan and Baluchestan University definite causal) are randomly selected. To gather data, job satisfaction, organizational commitment scale and the General Health

Questionnaire (GHQ-12) was used. The results showed that job satisfaction and affective commitment, continuous commitment and normative commitment and organizational commitment and positive relationship between the overall scores. But satisfaction with somatic symptoms, anxiety, social action floss, depression and general mental health scores were negatively. Stepwise regression analysis showed that the overall scores of organizational commitment among employees of certain causal% 9/21 variance in the second phase, the overall scores for mental health as much as 8% of the variance in job satisfaction explained. The staff overall score of organizational commitment to the University of Sistan and Baluchestan% 1/29 variance and secondly between social Kzhkshy% and 7/5 for job satisfaction explained variance. T-test results showed that the employees of certain causal significantly higher scores than the staff at the University of Sistan and Baluchestan received mental health and depression subscale. However, no statistically significant differences between the employee and the University of Sistan and Baluchestan University Ali certain grades, job satisfaction, affective commitment, continuous, and normative commitment to the organization's overall score, somatic symptoms, and social anxiety there. Finally, "it can be concluded that Mental health staff Ali's certainly better than the University of Sistan and Baluchestan University employee job satisfaction and organizational commitment, but two universities are the same.

Myshara and colleagues (2009) in his research organizational health survey and explore the implications for the safety of the workforce and organizational commitment came to the conclusion that Strong link between investment practices on health and safety at work and organizational commitment.

Research Methodology

This research is descriptive. The research includes all employees of the Social Security Corporation is the province. The number of staff employed, including 2999 persons. Cochran formula using 384 as the sample size is determined. The survey questionnaire is self-made. Cronbach's alpha coefficient was used to calculate the reliability of the questionnaire. Organizational Health Inventory is 0.944 and 0.904 respectively positive working attitude.

Analysis of the data

First research hypothesis:

H0: the organizational health and willingness to help others in order to achieve a goal, there is a positive relationship.

H1: between organizational health and desire to help others to achieve a goal, there is a positive relationship.

Table 1- Correlation between the first sub-hypothesis

p-value	α	Spearman coefficient	Number of respondents	Variables
0.003	0.05	0.163	384	Organizational health and willingness to help others

The obtained results show that the software Spss the correlation between the two variables of organizational health and willingness to help others as much as 0.163, which is a

direct correlation between the two variables, show. And according to the Sig <0.05, so between organizational health and willingness to help others in order to obtain an objective, there is a positive relationship.

Second sub-hypothesis:

H0: the organizational health and trying to do business with the required quality levels there is a positive relationship.

H1: between organizational health and trying to do business with the required quality levels there is a positive relationship.

Table 2- Correlation between the **Second** sub-hypothesis

p-value	α	Spearman coefficient	Number of respondents	Variables
0.026	0.05	0.113	384	Organizational health and trying to do business

The obtained results show that the software Spss the correlation between the two variables of organizational health and is trying to do as much as 0.113 the positive correlation between the two variables show. And according to the Sig <0.05, the So the organizational efforts for the provision of Mazandaran staf significant positive relationship exists.

Sub-third research hypothesis:

H0: The positive relationship between organizational health and willingness to take new responsibilities there

H1: The positive relationship between organizational health and are willing to take new responsibilities

Table 3- Correlation between the third sub-hypothesis

p-value	α	Spearman coefficient	Number of respondents	Variables
0.000	0.05	0.282	384	Organizational health and willingness to take new responsibilities

The obtained results show that the software Spss The correlation between the two variables of organizational health and willingness to take on new responsibilities rate is 0.282 the positive correlation between the two variables show.

And according to the Sig <0.05, the so between organizational health and positive attitudes of employees at the Social Security Corporation province there is a positive relationship.

Sub-fourth research hypothesis:

H0: the organizational health and trying to finish work before the end of Alajlhay determined by multiplying the positive relationship exists.

H1: between organizational health and trying to finish work before the end of Alajlhay determined by multiplying the positive relationship exists.

Table 4- Correlation between the fourth sub-hypothesis

p-value	α	Spearman coefficient	Number of respondents	Variables
0.802	0.05	-0.013	384	Organizational health and trying to finish work

The obtained results show that the software Spss the correlation between the two variables of organizational health and is trying to finish work on the -0.013 the inverse correlation between the two variables show.

Sub-fifth research hypothesis:

H0: The positive relationship between organizational health and creativity to solve problems do not exist.

H1: The positive relationship between organizational health and creativity to solve problems and work there.

Table 5- Correlation between the fifth sub-hypothesis

p-value	α	Spearman coefficient	Number of respondents	Variables
0.000	0.05	0.275	384	Organizational health and creativity.

The obtained results show that the software Spss organizational health and creativity to the correlation between two variables is 0.275 the positive correlation between the two variables show and according to the Sig <0.05, the positive relationship between organizational health and creativity to solve problems and work there.

The main hypothesis of this study:

H0: organizational health and positive attitudes among employees at the Social Security Corporation province there is a positive relationship.

H1: organizational health and positive attitudes among employees at the Social Security Corporation province there is a positive relationship.

Table 6- Correlation between **the main hypothesis**

p-value	α	Spearman coefficient	Number of respondents	Variables
0.000	0.05	0.233	384	Organizational health and positive attitudes toward work

The obtained results show that the software Spss Correlation between two variables is 0.233 of organizational health and positive attitudes to work the positive correlation between the two variables show. And according to the Sig <0.05, the So between organizational health and positive attitudes of employees at the Social Security Corporation province there is a positive relationship.

Discussion and Conclusion

For a community to be healthy to create healthy organizations and organizational health of an organization is his atmosphere in the organization must be recognized. To define, Describe and assess the organization's social climate, considerable scientific efforts have been made in recent decades. The present study examined the relationship between organizational health and positive working attitude is discussed. This research is descriptive. All employees of the Social Security were selected numbers of 2,999 people in the province to form the study sample that 384 of them using stratified random sampling, the sample. This research tool are, organizational health questionnaire (Hui and tartar, 1991) and a positive attitude working (self-made). To analyze the data using the Kolmogorov-Smirnov test, normal distribution of data was evaluated and then used to test hypotheses significant correlation was measured. The results showed there is a significant relationship between organizational health and positive working attitude. So the increase organizational health, Positive attitudes of employees will also increase.

In accordance with the results of this study, the following recommendations are offered:

- Create a friendly atmosphere where employees often work together and love and work with enthusiasm and willingness to do and overall for both personal and organization are raised, Human resources planning should be a priority.
- Conditions that employees and managers, who felt closer and more cooperative with each other and Weber people, emphasize mutual support and if the staff, they make a mistake, guidance and are not rejected by the Director.
- Tasks completed by the staff carefully and fully focused on the tasks assigned staff establish a positive sense of self that have important and effective role in the workplace and in a manner necessary to serve honestly and with speed and accuracy.
- It is necessary to strengthen the participation and involvements of all levels of staff are correct, the decision contributes to the sense of ownership, they are involved in the improvement of the organization. Organization should reflect a sense of freedom. Participatory management system is one of the solutions.
- Delegating and assigning responsibility for the some personnel decisions, putting the information you need to take the necessary decisions and to support and encourage employees to take responsibility for the implementation.
- Teams are composed of different groups to participate in various projects and programs and giving points for employees who participate in cooperative activities.

- Social Security Organization is necessary to establish a level of support committed to training and development. Formal planning should be facilitated. Employees must participate in planning and funding is available to support development efforts. Management training should be strengthened.
- The main issues of diversion and the workplace, most managers and employees of creativity are returning. Each day, one or a few hours to a reflection on the issues and provide solutions to them, to allow staff to explore new ideas of their own.
- Conditions that employees speak freely about their thoughts and ideas. And to create an atmosphere of open communication, teamwork and a spirit of cooperation and assistance in the organization to expand.

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