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The Study of Organizational Integrity and its Relationship with Organizational Effectiveness in Executive Agencies, the City of Kerman

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Abstract: The aim of this study was to evaluate the coherence and integrity of the organization and its relationship with organizational effectiveness in executive government is Kerman. This research studies the correlation method in a population sample of 290 executive staff in 1393 was carried out. Collect data using two questionnaires organizational integrity and organizational effectiveness questionnaire was conducted. The 97/0 determine the validity integrity and validity organizational effectiveness as well as 96/0, respectively. The reliability of the questionnaire, Cronbach's alpha for organizational integrity and organizational effectiveness questionnaire 724/0, 880/0, respectively. To check the assumptions of normality of variables pearson correlation, spearman. For side tests and stepwise regression to the study of structural equation modeling was used. For data analysis software SPSS, LISREL and Excel was used.

Key words: Organizational integrity organizational effectiveness, coordination, core values, agreed, Iran

INTRODUCTION

Over several decades, the effectiveness of management as a subject of research and design organizations. Effective in depth in the literature has been replaced. Goodman and Pnyngz in theory argue that the effectiveness of core subjects in all organizational analysis. Organizational effectiveness situation in which the organization and its various dimensions, are somehow linked together, each with a focus on the goal and connected together in a concerted way, to allow the goal. Organizational effectiveness, continuous cycle process and the plan begins and includes all activities That in order to achieve the organization's objectives and determines How nice that they have taken. There cohesion means cooperation agreements, alliances between groups and departments in order to achieve common goals. Despite cohesion interests and similar attitudes between members of the organization, friendly interaction and flexibility there and conflicts between business units is minimized and effectiveness of individuals and units to rise.

Statement of the problem: He concept of integration in the years between the different disciplines are diverse, relatively non-conception and in a non-integrated approach has evolved, so that any discipline, from your perspective is to look at the integration of a central position many areas such as management, strategy, tyvrysazmany, production management, operations and information systems occupy, the roots of the concept of integration strategies can be defined in terms of cooperation and coordination as well as the integration traced Lawrence Vlvrch", 1385. Whatever the organization, the required level of coherence between teamwork, commitment and responsibility, through motivated competency information in job and personal skills and power analysis to solve problems as a group is, the amount of innovation, quality and cost that organization's impact. Means the integrity of the band's charm and stretching the band to its members and this integration can improve group performance, but if Janice irving pointed out the need for solidarity and group cohesion can be enjoyed on the need for decisions that lead to high quality. There is integrity understanding, trust and cohesion among the groups in order to achieve organizational goals. The core of the success of a policy, the integrity of it. Integrity in both internal and external attention. External coherence, coordination and horizontal alignment of policy with other policies as well as some level of vertical integration upstream and downstream to the policies of national, regional and transregional covers. Internal cohesion may also include institutional integrity, unity and integrity when considered strategic.

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Organizational effectiveness and individual of the same concept but a very complex issue that involves the preferences and expectations are different.acquires.of organizations that significantly associated with organizational effectiveness as a fundamental concept used, these cases can be noted among these criteria: the overall effectiveness, efficiency, quality, growth, motivation, control, flexibility and adaptability, skill task management, communication and information management, collaboration and sharing of power, progress, productivity, profits, the amount of absenteeism, job satisfaction, morale, goal setting and planning interpersonal skills management, training and preparation, the use of environmental resources, value human resources, training and development. Effectiveness indicates the extent to which the organization defines its mission and achieve the goal or desired state.

Importance and necessity of research: The current era of accelerated course is unpredictable. Organizations to deal with possible threats and opportunities, must recognize their internal capacities and capabilities. Weaknesses and reinforce strengths were repaired. Organizations should expect a wave, but it should be a source of transformation and strive to improve themselves to meet the new civilization of today. The major factor that can determine the effectiveness of the organization is achieving organizational goals. The effectiveness of public organizations, sports and improve it, has always been a major challenge for researchers in public management, sports management and executives is and they are always seeking ways to improve efficiency in the organization and in this way What factors are suggestions provided by scientific studies or through experimental tests have been identified (Kakhki and Ali Pour, 1392).

The effectiveness, one of the most important topics of interest to all managers and organizations, but on the characteristics of effective organizations, there is no consensus. The reason for this may be the differentiation in terms of their specific goals and missions. Today, so increasing the effectiveness of motivation, attitude, mentality, values and the corporate culture is based on the possibility of confrontation, recognize and deal with the turbulent environment provides a broad front. In other words, the effectiveness of reasonable behavior and behavioral garlic harmony with the environment and creates organizational strategies. For example, an organization may pursue a specific purpose in which case, its progress can be measured based on the achievement of that goal. The effectiveness can be in terms of speed, affordability or performance progress towards realizing the objective, defined. Effectiveness, willingly or unwillingly is the goal. "Mirkamali" for "Atz ion" effectiveness in achieving goals is called for: The order of effectiveness and efficiency, achieving the needs of individual and organizational goals and objectives and with individual and organizational satisfaction. As a result in addition to increasing the production, productivity and organizational productivity, improved morale and people's responsibility makes your organization a sense of satisfaction from their work. Some theorists as well as determining the effectiveness and outcome of the organizational structure have discussed by Ziaee.

There integrity means of cooperation agreements, alliances between groups and departments in order to achieve common goals. Despite cohesion interests and similar attitudes between members of the organization, friendly interaction and flexibility there and conflicts between business units is minimized and effectiveness of individuals and units to increase. In traditional hierarchical organizations, there is no integration required between the organization and conflict increases. Studies show that in a turbulent environment organizations can not be expected to have good performance.

Despite numerous research studies and still there were doubts about the definition and its effectiveness. The effectiveness of the individual and the organization is defined in a different manner and often been the mainstay of researchers and scientists. In recent years due to the increasing volume of global competition and is highly regarded as the main theme in all organizational analysis has become. And organizational effectiveness as an object of study, management and design organizations. And what aspects of corporate integrity is more correlated with organizational effectiveness.

Literature review

Internal research about organizational integrity: Asadi and Victims in a study entitled "the relationship between mission and organizational integrity in the Islamic Republic of Iran's Physical Education Organization experts" concluded that the increase and improvement of all aspects of an organization's mission (meaning a path strategy, vision, goals and objectives short-term) and enterprise integration (coordination and coherence, consensus and core values) there is a significant relationship and that means improving strategic intentions, goals and objectives in the short and landscape experts enhance the coordination, coherence, agreement and the enjoyment of fundamental values above will be among them.

Championship in a study entitled "organizational culture and its relationship with organizational entrepreneurship at the University martyr Beheshti" came

to the conclusion that the dimensions of organizational culture (corporate integrity is one of its dimensions) with organizational entrepreneurship there is a positive and significant.

Foreign research about organizational integrity: Manning and Shamsaie in a study entitled "leadership and cohesion in the group" came to the conclusion that effective information transmitted from the leader to team members and find out clear messages which is an important factor in unit cohesion is involved. Beckham and Hylmrych and Shamsaie in a study entitled "study of causal factors related to the relationship between cohesion and performance", came to the conclusion that cohesion is an important determinant of group performance, but performance may is the cohesion of the group. Most of these organizations are dissatisfied clients. The top organizations believe strongly in the values that are important to them.

Internal research on organizational effectiveness: Rezai in a study entitled "the relationship between organizational socialization and organizational effectiveness in Kerman public organizations" to conclude shewas a significant positive relationship between organizational culture and organizational effectiveness is variable. As well as, organizational socialization and organizational effectiveness relationship between the two variables is significant when considering positive relationship, there is a direct relationship between organizational socialization and effectiveness. Success in research on the "impact of organizational changes on health indicators organization and its relationship with organizational effectiveness" came to the conclusion that organizational effectiveness positive correlation significantly with indicators of the health of the organization.

Foreign research on organizational effectiveness: Manzvr study, entitled, "the effect of stimulation of employees on organizational effectiveness" in Pakistan. Came to the conclusion that there is a positive relationship between arousal and motivation on organizational effectiveness.

Sharma and ressearch in 2011, a study entitled "empowering the environment and organizational effectiveness" of the results found that:

- Employees in the public sector than in the private sector are more effective
- In the private sector on human relations and organizational effectiveness model is emphasized. But, in the public sector Model on reasonable goal is emphasized
- There is a relationship between empowerment and the relationship between structural and organizational effectiveness in the public sector than the private sector

Damodar (2012) in a study entitled "transformational leadership organizational culture organizational effectiveness and results of the program on non-governmental organizations" that carried out in India came to the conclusion that transformational leadership organizational culture and corporate culture creates increases organizational effectiveness and non-governmental organizations. In fact, leadership does not directly impact on organizational effectiveness. In addition organizational effectiveness, improves program results are guaranteed.

The theoretical framework of research: Aasrbkhshy in this study is the first variable that is taken into consideration (as dependent variable) variable trying to change that by varying the organizational integrity (as predictor variables) as well as its components construed interpreted and explained. The members of such organizations is rooted in a set of core values and their followers to reach agreement even on complex Srmsayl enjoy a lot of skills. A strong culture through the organization's core values and priorities clear by the highly respected and widely shared among members of the organization known Bvdh. In a strong culture of fundamental values accepted by a large number of members, how to prioritize them and firmly adhere to it are accepted. Some scientists (Peters and Waterman's book In Search of Perfection) have argued that effective organizations, strong culture with a set of common values. Some experts healthy organizational effectiveness has been called systems approach is called when an organization is that people have a healthy system that has the motivation interests, sense of responsibility and are committed to the organization.

The effectiveness of the health and performance of the organization. An efficient organization internal process integrates and is carefree. Components of organizational effectiveness in this research include:

- Within the organization
- Organizational culture
- Organizational climate
- Human relationships
- Decision making
- Reward
- Daft, Arabs and Parsaeian, 1391: 111

MATERIALS AND METHODS

Based on this research, descriptive and based on objective, applied research. The required information is collected and field research. The study population consists of all the personnel of executive agencies, the city of Kerman in 1393, the number of which is equal to 1177 people of which 52 units are engaged to perform the task.

The data collected in this investigation will be done through two questionnaires made: the first questionnaire related to organizational integration, the organizational integration based on the components of "harmony", "fundamental values" and "the consensus" in the form of substantive measures based on likert scale for five option strongly agree (very high) agree (high), moderately positive (average), opposite (low), quite the opposite (too low) is designed. Totally agree to 5-star option, favor a score of 4, 3 scores relatively favorable, the opponents score 2, completely opponents score first, dedicated. The second questionnaire was used to measure the organizational effectiveness is the degree of organizational effectiveness based on the components of "internal process", "organizational culture", "organizational climate", "human relations", "decision" "rewards" measures. This thesis myrvyy questionnaire which contains 30 questions taken in 1391 for four choice options for these questions based on likert five-option quite good (very much), right (high), fair (average), poor (low), completely unsuitable (too low) is designed. Options score 5 to strongly agree, agree a score of 4, 3 scores relatively favorable, the opponents score 2, strongly disagree score of 1 is assigned (Rychardal, 1391).

RESULTS AND DISCUSSION

The results show that hypotheses: first hypothesis; the main hypothesis the institutional integrity and organizational effectiveness in executive agencies, the city of Kerman there.

Pearson and Spearman correlation test results showed that among the institutional integrity and organizational effectiveness in executive, administrative and Sports Kerman there is a significant correlation (Pearson and Spearman correlation was significantly smaller than 05/0, respectively. 663/0 and 630/0). This relationship is direct and intense levels. So, the integration of organizational, administrative and organizational effectiveness in sport Kerman devices increases.

The second hypothesis: the coordination and effectiveness of executive agencies, the city of Kerman there. Pearson and Spearman correlation test results showed that among the coordination and organizational effectiveness in executive, administrative and Sports Kerman there is a significant correlation (Pearson and Spearman correlation was significantly <05/0 and 542/0, respectively and 517/0). This relationship is direct and intense levels. So, the coordination organizational effectiveness in executive agencies, governmental and Sports Kerman heals. This scatter plot and regression line is due to be approved.

The third hypothesis: the core values and organizational effectiveness in executive, administrative and Sports Kerman there. Pearson and Spearman correlation test results showed that among the fundamental values and organizational effectiveness in executive, administrative and Sports Kerman there is a significant correlation (Pearson and Spearman correlation was significantly <05/0, respectively with 605/0 and 565/0). This relationship is direct and intense levels. So, the fundamental values organizational effectiveness in executive agencies, governmental and Sports Kerman heals. The scatter plot and regression line is due to be approved.

The fourth hypothesis: the agreement of members of the organization and the organizational effectiveness of executive agencies, the city of Kerman there. Pearson and Spearman correlation test results showed that among the members of the agreement and organizational effectiveness in executive, sports and Kerman government there is a significant correlation (Pearson and Spearman correlation was significantly <05/0, respectively with 524/0 and 510/0). This relationship is direct and intense levels. So, the agreement of members of the organization organizational effectiveness in executive agencies, governmental and Sports Kerman heals. The scatter plot and regression line is due to be approved.

CONCLUSION

The results of this study show that the institutional integrity and organizational effectiveness are related. The results showed that the integration between the components of the enterprise (organization, core values and agreed UN members) are related to organizational effectiveness and organizational integration of all the components of a positive organizational effectiveness predict and the effects are additive.

SUGGESTIONS

In connection with the main hypothesis of this study is that the results indicate that there is a relationship between coherence and integrity of the corporate and organizational effectiveness, the following suggestions to improve the organization's integrity and thus improving organizational effectiveness arises.

For this purpose can be provided that in outlining the goals and vision of the organization, representatives from. Staff constantly be present in the meetings influence and increase its effectiveness.

And thereby reduce inconsistencies in the internal coherence of the increase influence and increase its effectiveness. Due to the observance of coordination between the various units of the organization through Regular meetings and coordination of all managers in different categories horizontally and vertically In order to evaluate the results of their performance (definition and accurate assessment of performance results), so that everyone is supposed to know what the results are.

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