



On The Correlation between Organizational Health and Job Performance in West Azerbaijan Standard Administration

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Abstract: The aim of the present study is to examine the relationship between organizational health and occupational performance in West Azerbaijan Standard Administration. The study is correlational and applied. The data were collected through the use of questionnaire. The statistical population comprises of 55 employers who were chosen as the sample size accordingly. Descriptive statistics (variance, mean, and standard deviation) and inferential statistics (Pearson correlation coefficient) were used to run the analysis. The results obtained from Pearson correlation coefficient indicated that there was a relation between organizational health and occupational performance. Also, it was found that there was a relationship between scientific emphases, spirit, support, resources, influence of manager, institutional uniqueness.

Keywords: organizational health, job performance, West Azerbaijan Standard Administration

Introduction

Managers are assigned responsibilities and one needs to understand the organizational role and interpersonal relationships within the organization. Also, managers need to make ultimate effort to address the needs of employers and enable the organization to overcome the external forces so as to guarantee the achievement of goals determined in organization (Aminisabeg & Volai, 2010). One of the affective factors in organization is to preserve the organizational health. To get the healthy community, one should establish healthy organizations and to identify the context of organization healthy when it comes to establish a healthy organization. Considerable studies have been conducted recently in defining organizational evaluation. One of the recent efforts in this regard is the evident theoretical principles of organizational health (Hagigatjo & Nazemfatah, 2007).

Nowadays, the organizational performance has been changed to national priority in all countries' economy which is defined as the total outcome of all processes and organizational activity (Hamid & Dehganizade, 2012). In addition, one of the criteria to measure the organizational success and determining the goal achievement is the statistic and its subscales. Hence, job performance in Standard Organization follow the addressing of produced products (Rahumnia, Garebagi, & Behpor, 2012).

A healthy organization is the context in which different people congregate and are proud of working in this context. In fact, organizational health has considerable effect on each system in terms of physical, psychological, safety, belonging, valuing the wisdom, exert, and personality of shareholders aspects (Hoy & Feldman, 1987).

Organizational health is defined as the organizational capability to be consistent with environment and improvement of such capabilities (Sharifi & Agasi, 2010). It is believed by Clark that a healthy organization is both innovative and adaptive, is categorized by higher levels of capability and is liable to proceed to new levels of activity.

Organizational health is a framework for conceptualizing the public context in organization. The concept of positive health in organizations attracts the attention toward conditions which facilitate the organizational development and pave the way for organizational dynamics. Matthew Myles (1969) defines the organizational health as the one which is consistent in its own context and is consistent with different factors through a long time leading to persistent development. A healthy organization overcomes the challenges of external forces and leads its forces to main goals of the organization (Mirkalamli, Malekinia, 2008).

One of the affective factors of reaching the goals in official, educational and production system is the notion of commitment. It seems that increasing the organizational commitment of employees working in West Azerbaijan Standard Administration causes that this center play a great role among the official system as the organizational paradigm. It is demonstrated by Lynde and Klingle (2000) that organizational health is a new term which means the organizational capability for accomplishing the tasks in an effective way. A healthy organization is a context in which people tend to remain and show effective presence (Mahmoudi, 2005).

Proper organizational context can be creative and innovative when it comes to developing motivation for employees, their spirits, cooperation of people in decision-making. In contrast, when the organization context is inappropriate, reverse results are anticipated, hence the change of organizational context in each sector leads to immediate change in the quality of task accomplishment and performance of employers (Ansari, Ostadi & Haveri, 2010).

The most important issue in each organization is the job performance, the significance of job performance has led the researchers to conduct many studies in this field. Organizations are the social institutions which involve people who are the center of performers. Putting into other words, organizations without the presence of human cannot overcome the problems and the organizational goals are not developed (Gaforian, 2010). Hence, managers proceed their works through understanding the motivation of employers and job performance depends to a great extent on the motivation, individual capability readiness. Public organizations take the responsibility of tasks both qualitatively and quantitatively in terms of addressing social goals. Consequently, public managers are given much burden of responsibility and their organizational performance determines the development (Ranjbarian, 2006).

Job performance is defines as an organizational value dealing with employees' organizational behavior in different job performances. What is meant by organizational value is the estimating that done by organizations with respect to the activities and services of employers such as doing job task or enjoying proper association with other employees. The important aspect in this definition is that job performance has been addressed as a property of behavior, particularly the fact that job performance is considered as integrated characteristics of distinguished behaviors in a wide period of time. The second consideration is that job performance behavior characteristics refers to the value expected by organization, based on this definition, one can perceive job performance as a variable which is done among the set of behaviors shown by different people (Sharifi & Agasi, 2010). Job performance is regarded as set of behaviors which are demonstrated in line with job or it is defined as the product and output which are derived from the employment of people (Rashidpor, 2000). One can consider it as job innovation aspect and job role dimensions when it comes to the job performance. The job role deals with behaviors pertinent to works, tasks and determined responsibilities when are employed in describing the job. Job innovation is concerned with innovation of employees and problem-solving skills in job context (Zakerfard et al., 2010).

Review of literature

Arshadi et al. (2012) examined the relationship between self-evaluation and job satisfaction, job performance and organizational commitment, and the role of variables such as job characteristics, organizational empowering, organizational context. 294 employees working in Oil-based national Company in Ahwaz took part in the present study. The analyses of structural equations supported the proposed model with respect to the obtained data. The results indicated a direct effect on self- job characteristics, organizational empowering, organizational context.

Investigating the association between organizational health and performance of managers with respect to productivity and effectiveness was done by Yoris (2006). Using MANOVA statistical model, it was concluded that organizational health was in positive relationship with performance. One can address the organizational health as the main effective factor on the performance.

Research hypotheses

Main hypothesis

There is a significant relationship between organizational health and job performance in West Azerbaijan Standard Administration.

Secondary hypotheses

There is a significant relationship between organizational scientific emphasis and job performance in West Azerbaijan Standard Administration.

There is a significant relationship between employees' spirit and job performance in West Azerbaijan Standard Administration.

Materials and method

The study is descriptive and correlational in terms of the design. All 55 employees working in West Azariajn Standard Administration were considered as the population. The same population were considered as the sample size due to the low number of participants. To measure the organizational health, Howe and Fieldman (1996) standard questionnaire was used. To determine the job performance was facilitated by using Paterson scale which was modified by Shekarkan and Arshadi (1991) which involved 15 items. Using Cronbach alpha coefficient, the reliabilities of questionnaires dealing with organizational health and job performance were obtained as 0.88 and 0.86, respectively.

Testing the hypotheses

There is a significant relationship between organizational health and job performance in West Azerbaijan Standard Administration.

Table 1. The results of Kolmogorov- Smirnov test

| | | | |
|--------------------------|-----------------------|--------|-----------|
| Kolmogorov- Smirnov test | | | |
| Organizational health | Level of significance | Number | Statistic |
| | 0.110 | 55 | 1.110 |

Based on the results of the table above, where the level of significance is reported as 0.110, one can conclude that the results prove the normal status of organizational health variable distribution.

Table 2. Examining the relationship between organizational health and job performance

| | | |
|-----------------------|---------------------------------|-------|
| | Job performance | |
| Organizational health | Pearson correlation coefficient | 0.604 |
| | Level of significance | 0.000 |
| | frequency | 55 |

Based on the table above and the obtained analysis, the level of significance is less than 0.05, so null hypothesis is rejected and alternative hypothesis is accepted. That is to say that there is a significant relationship between organizational health and job performance in West Azerbaijan Standard Administration. In addition, since Pearson correlation coefficient is 0.604, one can say that there is a positive and strong relationship between the two variables.

Second hypothesis

There is a significant relationship between organizational scientific emphasis and job performance in West Azerbaijan Standard Administration.

Table 3. The results of Kolmogorov-Smirnov test

| | | | |
|------------------------------------|-----------------------|--------|-----------|
| Kolmogorov- Smirnov test | | | |
| Organizational scientific emphasis | Level of significance | Number | Statistic |
| | 0.181 | 55 | 1.032 |

Based on the results of the table above, where the level of significance is reported as 0.181, one can conclude that the results prove the non-normal status of organizational health variable distribution.

Table 4. Examining the relationship between organizational scientific emphasis and job performance

| | | |
|------------------------------------|---------------------------------|-------|
| Organizational scientific emphasis | Job performance | |
| | Pearson correlation coefficient | 0.702 |
| | Level of significance | 0.000 |
| | frequency | 175 |

Based on the table above and the obtained analysis, the level of significance is less than 0.05, so null hypothesis is rejected and alternative hypothesis is accepted. That is to say that there is a significant relationship between organizational scientific emphasis and job performance in West Azerbaijan Standard Administration. In addition, since Pearson correlation coefficient is 0.702, one can say that there is a positive and strong relationship between the two variables.

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