

THE EFFECT OF THE APPLICATION OF MANAGEMENT INFORMATION SYSTEMS ON EDUCATIONAL INSTITUTIONS OF CULTURE (CASE STUDY: PNU KERMAN)

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Abstract: Introduction: To create an information system in the organization should measure what impact on the organization and on what is tangible impact. One of the main issues in organizations, organizational culture, which is the source of many of the decisions and organizational change. The message light on the nature of distance learning is closely associated with information and communications technology. The aim of this study with regard to document administrative change in Iran, is seeking to influence the management information systems to focus on culture PNU placed between employees and senior executives in the human resources management units PNU Kerman was carried out. Methods: Descriptive-survey. Random sampling. Population size of 180 and The number of samples is 118 calculated based on Morgan table Cronbach's alpha 0.85 number for validation questionnaire was approved. Results: Effect of management information systems on cultural artifacts sig = .039, The cultural values of the organization sig = .001, Cultural beliefs sig = .008 And the organizational culture sig = .011 assumptions confirmed. Conclusion: The data analysis showed that the impact of management information systems on cultural artifacts and cultural values and cultural beliefs regarding significant place in the organization and management information systems organization has the greatest impact on cultural values.

Keywords: management information systems, organizational culture, PNU

Introduction

1. In recent years, organizations with minimal resources on the one hand a significant success and failure with better financial ability on the other hand have shown a significant role in the moral factors in the success they have been effective. Culture as a factor in corporate performance is taken into account (Nekuyi Moqaddam, Behzadi Goudarzi & Keshavarz, 2009). Success in the implementation of the strategy will depend largely on the support of strategic culture. Organizations are trying to become a knowledge-based organization will be successful if cultural characteristics are needed in any organization can create knowledge and organization to be shared (Nasiri Pour, Raisi & Hedayati, 2009). Looking for serious ideas and new research in management, culture is increasingly important to so many people ripped one of the main themes of success and failure as a result of the culture of the organization is considered. (Taheri, Monshizadeh & Ebrahimi Kordiani, 2015). In Western countries, mostly modern, the evolution of science, medicine and technology in the past few decades great changes in social, cultural and economic development has brought a lot of business segments increased and the global market is more competitive than ever, so an internal culture among employees, reflect organizational structure and policies so employees generated more prone to stress, frustration and aggression are. In particular, negative attitude and behavior of staff working conditions, superiors and colleagues, tend to feel more anxious and less committed to their work and wants to leave is increased and a high degree of pessimism shows; So in the interest of academics and companies to study human resource management and management of information, so that increases with the level of satisfaction with their experience of stress and burnout reduced (Belias, Koustelios, Vairaktarakis & Sdrolas, 2015).
2. With technological advances in large changes to access to information and knowledge is provided. IT organizations capabilities and also increase their competitiveness and facilitate administrative

procedures and increase the efficiency and effectiveness of staffing and managed (Baskerville & Myers, 2002). The most important factor in evaluating the effectiveness and efficiency of a system review of this issue is to what extent the organization's culture can affect system data. If, despite having information system technology can be used in the culture, only that the organization imposed heavy costs and benefits will be sought. Therefore, the cost to build the organizational information system should influence the culture of the organization in the implementation of information systems ensure (Zelimir, Dino& Ivana, 2012).

3. Culture plays different roles in an organization. In the first role, organizational culture is a determining role. A sense of identity as members of the body of the second injection. The third makes a commitment to something to occur in people over the personal interests of the individual. The fourth cause is stable social system. Finally, culture is regarded as a control agent. The more commitment to the core values of the organization are more and more members to the values that culture is stronger organization. Many experts have said that common values derived from the culture, the atmosphere is very useful for trying Located employees and also has a positive effect on the efficiency of the organization's culture, no matter what context it will be (Peterson & Quintanilla, 2003).
4. The aim of the study information systems with the aim of influencing the culture of organizations, especially educational and research environment, increasingly developed. The effectiveness of information systems in addition to the information provided by its quality, it also depends on the ability to manage the utilization of. A proper information system, transparency in the organization's activities and thereby increase confidence and improve the functioning and development of their staff is. The information system is effective in evaluating management performance (Tallon , Kraemer& Gurbaxani ,2000).In educational activities with organizations that approach these goals, the more important because the Department of Education is the first step towards the development and promotion of education.

Conceptual and operational definitions of research

The concept of culture

Culture can be a set of beliefs, customs, ideas, customs and values of a society. In other words, culture is something that the community and the interaction between them meaning and expressive way to communicate and interact between people in the community. Based on the culture, people, experiences, thoughts and ideas with each exchange. Culture of thinking can be manifested in the speech and behavior of individuals. In an overall and comprehensive approach, "culture" ways of life. In this sense, culture is an evolving concept that many of the social, economic and political society is affected. If the views of "lifestyle" look in the dictionary, it can not be separated from the issue of work and know how to make money. Work and culture have always and in all interaction between communities. Conventional methods of income to a large extent on the behavior of individuals and their interactions with each other are effective. Open Entrepreneurs create jobs and generate wealth in society as a result creates a special culture that is unusual and study (Haug&Pardy,1999).

Organizational Culture

The dominant pattern of behavior between individuals in an organization's culture is based on values, beliefs and habits of the majority appears (Taheri,Monshizadeh& Ebrahimi Kordiani ,2015). By factors such as monitoring, control, communication, cooperation, conflict, respect for social values and so affected (Ostad Hasanlu, 2011). Some people believe that culture is a pattern of basic assumptions to resolve compliance issues with the external environment and internal development work and as long as the well is valid (HushmandHamadani, 2000). Culture is a common idea among members that distinguishes the organization from other organizations. Culture reflects the history of the study of anthropology, such as customs and institutions concerned, by a group of people who form the organization, composed of changing this slow and hard and difficult. Culture, set of values, beliefs, understanding and perception and mindset of the common aspects of the organization (Daft, 2012). Culture is a system of values, beliefs and habits with the formal structure of an organization that is well-established norms of behavior in

interaction (Seyed Javadin, 1999). Culture and behavior patterns of beliefs, attitudes and values that are shared by the majority of members. Culture can be found in behavior, language, ideas and objectives and the procedures and rules observed and felt (Alwani, 2007). Since many different definitions proposed for culture, most researchers agree that it is a system of values, beliefs and common behavior among employees point (Deshpande & Webster, 1989 & Ravasi & Schultz, 2006 and Xiaoming & Junchen, 2012). Culture is a dynamic process of interaction between people that have been promoted by leadership behaviors. It includes a set of structures, procedures, rules and norms of behavior (Schein, 2004). According to the definition, culture is to share a number of special features. This means that even small ones are developed culture only within the groups shared (Tharp, 2009).

Information Systems (IS)

The system contains information on the organization and the surrounding area has three basic activity input, processing and output of information needed to produce (Laudon, 2009). Information Systems include 1- hardware components such as CPU, monitor, keyboard and printer 2- software programs used for organizing, processing and data analysis 3- Database organized into tables and files 4- Network various components of communication is needed, especially if a lot of people in an organization use the same information system 5- Procedures: processing and analyzing specific data to explain. Information systems and management information systems, both part of the IT infrastructure required to run a company. Although differences, but together with both companies to facilitate the work of a company's IT infrastructure (Chestnut, 2012). The four components of an information system: an information system defined in a technical system - Social comprising two subsystems: a technical subsystem and the social subsystem. Technical subsystem includes technology and process, while social subsystems and components of the structure. All four components in cooperation with each other (Watson, 2007).

Management information system (MIS)

Definition of management information systems (MIS): the term of three parts management information system is made up of Kumar in 2006 defined the beginning of each section is a separate presentation at the end of a combination of information systems 1- The management defines: managers through the planning process, organize, and control operations started 2- data: Data for use in business situations resulting 3- system: a set of interrelated elements for a common cause, according to the definitions , management information systems, defined as a system of information that a business uses to ensure the proper management. A good management information system leads toward a good decision (Nowduri, 2011). In this regard, management information systems are systems for generating, collecting, organizing, storing, retrieval and dissemination of information on an institution, organization. In fact, the management information system for decision-making in the management of the organization to collect and process information from various sources (Nasri & Charfeddine, 2012). In other words, data generated by transaction processing systems and processes as conceptual reports to the offer. Simpler language to generate a summary report indicated that management information systems and structural and regular basis and facilitates the management of duplicate work. Management information systems are usually designed to be consistent with other subsystems and management needs to be financed in different ways at different levels (Ling, 2001). These systems provide summary reports and basic operations of the organization. Basic information of DPS comes and reports usually long, at intervals determined, are produced. Management information system, as a subset of the information systems that target this subset, providing information needed to help their managers for decisions on operational, strategic and active (Chestnut, 2012). Management information system "is a system of data collection and processing, and then the managers put up for decision-making,

planning, implementation and control of its use." Management information system software that is able to shape decision-making, decision support systems, people management, project management, etc. to help you (Gupta, Sharuna, & Tripathi, 2010). Management information system in the field of science and technology to the study of better management, better design of information systems, in order to increase efficiency, productivity and profitability concerns. The management information system is extremely important for businesses to trade. Features management information systems: management-oriented, management-oriented, integrity, common workflows, planning long-term, based on the concept of subsystem, flexibility and ease of use, based on need, based on exceptions, limitations futuristic management information systems: Suspended management judgments in decision-making application. MIS output quality depends directly on the quality of inputs and processes. In the complex environment of rapid change, it may not have sufficient flexibility for changes. The only factors involved in the calculations little. No program is less useful in decision making. In organizations that do not share information with each other less used. In top management, organizational structure and executive management is less effective because of the nature of the changes (Steven, 1996). Information system (IS) refers to the information systems required to run daily operations within a company, but management information systems. MIS refers to the system responsible for managing the security of internal and external data can be used to make operational decisions. Such decisions may lead to the design of a new product or service, the information system needed for daily operations within a company is different (Chestnut, 2012).

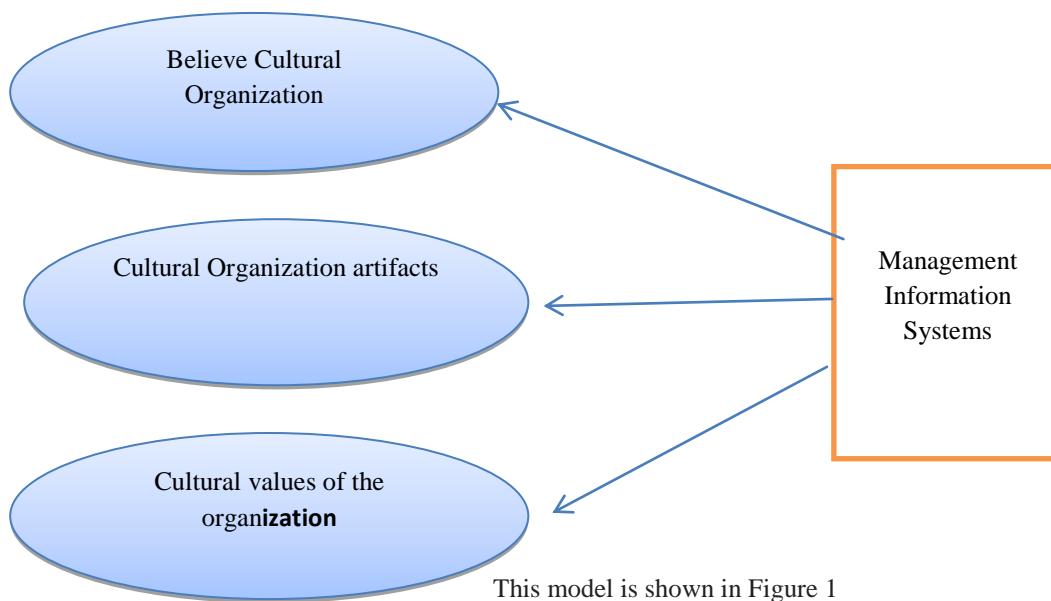
background research

Saghafi ,AliAhmadi & Fathi, 2008 and Shayal Sharifi& Yazdi, 2008, management information systems, marketing organizations have underlined the impact of this study suggest that matched the level of the firm's accounting information systems, knowledge management, accounting and information technology, the level of participation management information system implementation and staff with expertise in accounting and information system linked companies . Ansari&ShibaniTazraji,2010, in another study in financial subsidiaries, has studied the relationship between accounting information systems and management information systems. Jahed,2013, success factors and management information systems, information quality, system quality and user satisfaction factor in the success of management information systems states. Harsini &Albadvi,2006, state that the effect of the characteristics of the organization and its dimensions (such as number of employees, inventory turnover, type of production process and the importance of quality in the organization) on the extent of the use of information technology and quality management, and also the use of different dimensions that the use of IT in the organization on different aspects of quality management is effective and has a positive effect is based on the studies. But the role of IT in support of QM for improving the quality performance of the organization is not well known and therefore need further research is done. In a study by haghghi Kangarloo,2006, was carried out effective management information systems to improve the identification and effective use of contractors has been accepted. Falah & Mardanshahi,2004, the impact on supply chain information management system considers each organization, roodsaz & Hamedmoghadam,2011 and Mehrara & marzban,2013, have stated that the lack of familiarity of managers with management information systems, lack of skilled manpower to support the implementation of management information systems, lack of education and information of employees, employee resistance to change, the lack of management information systems impact. Some research importance of information systems in crisis management and the prevention of accidents have been addressed. Khosravinezhad & Heydari,2013, the impact of crises and natural disasters such as floods and it. Tavakkolizadeh & Kheirabadi,2009, it is referred to as a passive defense. Sadatrasool,Elahi& Rajabzadeh,2012, states that Iran Power Plant Projects of information systems used for the purchase of equipment, as well as. rastegariYazdi, Talati&

Asgari, 2012, and Hicks, Culley& McMahon, 2006, as the impact on decision making in the health care industry executives studied has set. According to a study by Sarrafzadeh &AghapourAlishahi, 2014, on the relationship between organizational culture and employee education on the adoption of management information systems in government agencies Qazvin province was conducted and results that were obtained from the results is that culture Denison organizational model based on the adoption of management information systems are effective but staff training in various aspects of organizational culture has a limited relationship. Ghouchani & Badrizadeh,2012, in a study titled Evaluation of the impact of organizational culture on the establishment of management information systems showed that the culture of group decision making, learning culture in the organization, culture, power and risk tolerance culture has an impact on the establishment of management information systems.

According to the literature and previous studies in the field of management information systems is one of the new technologies that have examined the effect of this system based culture with a focus on educational organizations, especially because it due to the nature education PNU remote is closely related to information and communications technology. Due to the changes that have taken place in the field of human resources in achieving organizational goals and with regard to document administrative change in the PNU,Following research conducted at the results and planning can make better decisions in the organization.

Research Model



Hypotheses

The main hypothesis

The use of management information systems (MIS) has a significant relationship with organizational culture PNU Kerman.

Sub assumptions

The use of management information systems (MIS) has a significant relationship with the cultural belief in PNU Kerman.

The use of management information systems (MIS) significant relationship with the cultural artifacts in PNU Kerman

The use of management information systems (MIS) is a significant relationship profound Kerman Cultural Organization in PNU Kerman.

The population, sample and sampling

The study population consisted of 180 experts and managers and staff of PNU Kerman As a result, sample size is 118 Due to the Morgan table, In this Wristle mania questionnaire among 118 experts, staff, administrators in the field of human resources management and management information systems were distributed. Sampling, random sampling.

Statistical inference and hypothesis testing

For this analysis, descriptive and inferential statistics are used for descriptive statistics and SPSS software due to sample size and to test the effectiveness of the Spearman correlation coefficient was used.

The results and findings

The research results

The study used SPSS software, the software After calculating the Spearman correlation coefficient, thus providing it with a significance level of less than 0.05 indicates a significant level of analysis when it is concluded that there is a significant relationship between the variables and if a significant level of larger 0.05 is the null hypothesis is accepted and there is no significant relationship between the variables shows. Research hypotheses were analyzed in this section. Because of a longer process of bringing this procedure to test hypotheses and results we provide are as follows:

Table 1. Main hypothesis test

Spearman correlation coefficients(r)	The significance level(sig)	Variable
0.787	0.011	Organizational Culture

Spearman correlation test for the hypothesis Due to the sig = 0.011, accept the premise that the "use of management information systems (MIS) corporate cultured Kerman PNU and there is a direct correlation".

Table 2. The first sub-hypothesis test

Spearman correlation coefficients(r)	The significance level(sig)	Variable
0.728	0.008	Believe Cultural Organization

Spearman correlation test for the first hypothesis Due to the sig = 0.008, accept the hypothesis that the "use of management information systems (MIS) with the cultural belief in PNU Kerman there is a significant direct correlation".

Table 3. second sub-hypothesis test

Spearman correlation coefficients(r)	The significance level(sig)	Variable
0.737	0.039	Cultural Organization artifacts

Spearman correlation coefficient for the second hypothesis Due to the sig = 0.039, the second hypothesis accept that the "use of management information systems (MIS) significant relationship with the cultural artifacts in Kerman there PNU.

Table 4. third sub-hypothesis test

Spearman correlation coefficients(r)	The significance level(sig)	Variable
0.897	0.001	Cultural values of the organization

Spearman correlation coefficient for the third sub-hypothesis Due to the third subsidiary hypothesis accepted sig = 0.001 so that the "use of management information systems (MIS) in PNU Kerman Cultural Organization profound significant relationship exists.

Discussion and conclusion

To implement management information systems and understanding the organization and functions of an organization's behavior, knowledge of culture is considered important fundamental step. Thus, for any new measures in regard to the culture of the organization is necessary because changes can be facilitated by leverage culture and the new directions in sustainable organization. Successful university system, should harmonize with the changes. Flexibility in structure to develop the best possible all-round dynamic and interactive can have with these changes. In fact, any change in the organization will not be effective without sufficient attention to culture. Also, if managers are seeking to increase productivity and organizational performance, should be considered key components of culture. ignorance and backwardness are sent. The results showed that the use of management information systems and organizational culture, cultural beliefs and cultural artifacts organization has a direct and significant relationship, So for survival in the modern society of information systems and information and communication technologies need to be used properly and in accordance with today's complex cross universities. In this study what cultural aspects are most affected by the management information systems of norms, beliefs, values and attitudes of people in the organization, so proper planning was conducted to develop these attitudes must first be implemented in the form of continual improvement.

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