

Measurement of research productivity and its relationship with the organizational culture of faculty members of physical education departments of public Universities of Iran

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Abstract

The purpose of this study was Measurement of Research productivity and its relationship with the organizational culture of faculty members of physical education departments of public universities of Iran. The statistical population of the research included faculty members and school education groups of Sport Science and Physical countries. Determined order samples through Morgan estimated sample size 180 individuals completed randomly to three questionnaires about personal, organizational culture Marshall (OCAQ) and questionnaire research productivity advantage responded. Data in two analyzed by descriptive statistics including frequency, Percent of the average, the standard deviation And inferential statistics was including Analysis of variance, correlation coefficients proportional. The survey of Indicators of organizational culture showed in coordination with change index (maximum possible score 30) 20/14 Average, the index to achieve target 19/38 mean, the average of index of coordination working group 19/92, customer oriented indicators mean 21/04 and the average index of power in organizational culture was 19/79. The results showed a significant relationship between organizational culture and knowledge with members of the faculty of physical education in the country ($P=0.0015$). Considering the existing score of culture, it seems is inappropriate for faculties and departments of physical education and should be changed such to encourage that group cooperation, achieve goals, customer orientation and strength of organizational culture and encourage alignment with changes to be line with the goals of the higher education and athletic society of country.

Key Words: Productivity, Organizational culture, Faculty members.

Introduction

Responsibility of the development research and production of knowledge is Task universities and research institutes. In particular, university should to able the research as an education the fixed part culture (Seyed Esfahani, 2000). This issue the University of Pennsylvania has been so motivating some of the faculty members of the have adopted sponsored research and development program University's strategic (Pazargadi, 2000). Therefore view from outside efficiency the of cultural and effort for a better life in terms of material regardless cultural values in a set, a Self-deception is considered (Sheykh Eslami, 2001). In this regard, processes factors and many inputs affect the productivity of university research (Sanjari, 2004).

"Wake" states: participation Strong the culture for better performance influenced by the nature of the industry, size of organization and environment.

Also studies "Peters and Waterman" show superior organizations with strong the culture of have a set of common values, but whether strong culture leads to more effective, the compliance rate depends on the actual content culture and environment (Dastjerdi, 2005).

Research findings Robbins (1996), Sheridan (1992) and Sheikhpour (2001) indicated a strong relationship between organizational culture, job satisfaction and performance (Zareie, 1997; Robbins, 1996; Seng, 1990).

Smart and Jourtaft in connection with of organizational culture and organizational effectiveness promotion, found that Universities organizational culture has a significant impact on their effectiveness (Dastjerdi, 2005).

Dastjerdi (2005) in a study entitled "Of Organizational culture and its impact on the productivity human resources Ministry of Culture and Higher Education" Get the maximum distance between the features of the existing culture and desired the culture of is leadership and guidance element (Barati, 2000).

Pourkazemi and Norouzi (2004) study of organizational culture School of Management, University of Tehran and its role in the productivity of schools, showed there are significant correlation between organizational culture prevailing, there department holistic support of student, respect and consideration for human resources existence, competitive environment and human resources productivity (Kazemi,2000).

Asadi (2003) also examine the relationship between organizational culture and organizational productivity managers Physical Education Iran showed a significant correlation between these two factors (Asadi, 2003).

Since universities and higher education institutions are Education local society manpower and knowledge production, Important role are responsible for the development of social, economic and cultural (Pourkazemi, 2006).

Materials and Methods

The present research is applied research with respect to its purpose and from methodological viewpoint, it is descriptive-survey carried out as field study.

Population and Sample

The population of the research consisted of the faculty members and school education groups of Sport Science and Physical countries totaling 180 males and females.

Materials

The materials included three questionnaires: about personal, organizational culture Marshall (OCAQ) and questionnaire research productivity advantage responded.

Data in two analyzed by descriptive statistics including frequency, Percent of the average, the standard deviation and inferential statistics was including Analysis of variance, correlation coefficients proportional.

Results

Descriptive research findings

- The mean age was total the study sample, 47.45 years.
- Of teaching experience was in the case study 18.3 years.
- The maximum possible score was 150 for Organizational Culture.
- The study organizational culture indices results showed, mean Perceptions of faculty members was 20.14 .
- The index to reach the target, with mean perceptions of faculty members was 19.38.
- In collaboration indicators, with mean perceptions of faculty members in the sample under was 19.92.

The results also showed:

Table 1: Relationship existed between the knowledge production and Consistent with change

Source of Variance	knowledge production	
	R	P Value
Consistent with change	0.117	0.059

There no significant relationship existed between the knowledge production and consistent with change (P=0.059).

Table 2: Relationship existed between the knowledge production and purposes and principles

Source of Variance	knowledge production	
	R	P Value
purposes and principles	-0.173	0.010

There was significant difference between the knowledge production and purposes and principles (p=0.003)

Table 3: Relationship existed between the knowledge production and Teamwork

Source of Variance	knowledge production	
	R	P Value
Teamwork	0.207	0.397

There no significant relationship existed between the knowledge production and teamwork (P=0.397).

Table 4: Relationship existed between the knowledge production and Customer orientation

Source of Variance	knowledge production	
	R	P Value
Customer orientation	0.001	0.236

There was significant difference between the knowledge production and customer orientation (P=0.001).

Table 5: Relationship existed between the knowledge production and Power of organizational culture

Source of Variance	knowledge production	
	R	P Value
Power of organizational culture	0.035	0.323

There no significant relationship existed between the knowledge production and power of organizational culture (p=0.323).

Table 6: Relationship existed between the knowledge production and Organizational Culture

Source of Variance	knowledge production	
	R	P Value
Organizational Culture	0.191	0.015

There was significant difference between the knowledge production and organizational culture (p=0.015).

Discussion and Conclusion

The study was conducted Behavior will be shaped by the organizational culture and the other hand leaders are established the organizational culture and management. Many researches and studies show the Leadership and organizational culture Proper Can lead to greater organizational satisfaction and are better performance. Descriptive statistics Results related to organizational culture this article was indicate the mean to reach the targets, the power of the culture of Is lower than other indicators of the culture, This indicator is The existing culture for Productivity is not positive and significant. So in a way this culture should be commensurate with goals of the organization in the direction it should be. Results Descriptive statistics related to efficiency, Relative efficiency of faculty members representing who of standard deviations is high and is not good sign. Most faculty members, especially Masters and graduate are in the lowest productivity in knowledge production sector and the services performing- scientific. The results showed a correlation between organizational culture and the efficiency that a negative correlation exists between them. The results of this study, Solomon (1992) is consistent. Also results of this study commented "Wilkins" and "O'Shea" is that confirmed. There is no significant relationship between leadership style and efficiency ratios. Several factors can to affect the productivity of human resources and leadership, Included and these factors we can organizational culture, organizational structure and work, rate employee's age, gender, age, academic degree, academic rank, salary and working environment and rules and regulations are designed to serve. The results show that between organizational culture and leadership style there is a significant relationship with efficiency. The results showed that organizational culture has a significant relationship with knowledge production. Cutter and Hskt 1996 showed that organizational culture is key to improving the performance and efficiency (Norouzi, 2004). Given the correlation between organizational culture and productivity in this study, It is necessary Directors educational departments and the Faculty of Physical Education, Through Holding educational workshops and in-service courses, with concept of organizational culture and ways of its formation, How to change the culture and Cultural progress get to know.

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