

...istance of personnel in operating organizational changes.

...ge was confirmed. Results of research say that the more proper organizational culture makes to reduce

...ning full reverse relation ship between all components of organizational culture and resistance against

...it relation between components of organizational culture and resistance against change exist of a

...tance against change there is a meaning full and negative correlation ( $p < 0.05$  and  $r = -0.35$ ). With study

...its of study shown that between organizational culture governs in exercising offices and their personnel

...ard deviation and correlation tests of Pierson and Spearman and independent "t" tests.

...y being used of descriptive and inferential statistics like abundance table, column diagrams, average,

...for organizational culture questionnaire and 0.78 for resistance against change questionnaire. In this

...ome exercising professors have been used and its permanent acquired by cronbakh Alfa coefficient about

...orth Khorasan at 1389. Information gathering tools in this study was questionnaire and for reliability ides

...es in North Khorasan, Iran. Investigation's statistical society was formal personnel of exercising offices

...ion of different components in organizational culture among personnel of exercising

...nt change among personnel of exercising offices in North Khorasan, Iran, and has investigated the

...cing resistance methods. This research has studied the relation of organizational culture and resistance

...enges and is discussed by management clear-sighted and preferable organizational culture considers as a

...wouldn't accept it easily. The matter of prevalence on resistance against change is of important

...voidable in organizations resistance against change also is necessary and personnel resist against change

...nizations to be effective require to change and adapt them with variable condition, just as change is

...ity of Physical Education & Sport Science, University of Birjand

**htidar. M<sup>1</sup>, Amiri. H<sup>1</sup>, Khoshbakhth. J<sup>1</sup>, Shabani. M<sup>1</sup>, Behzadnia. B<sup>1</sup>**

**SISTANCE TO CHANGE PHYSICAL EDUCATION OFFICE STAFF**

**E RELATIONSHIP BETWEEN ORGANIZATIONAL CULTURE AND**





# Certificate

This is to certify that the paper by  
 Mr. / Ms. Keshtidar. M., Amiri. H., Khoshbakhti. J.,  
Shabani. M., Behzadnia. B.,  
" THE RELATIONSHIP BETWEEN  
ORGANIZATIONAL CULTURE AND RESISTANCE  
TO CHANGE PHYSICAL EDUCATION OFFICE  
STAFF ",  
 has been accepted by FISU Conference Shenzhen  
 2011, and participated in the Conference in the  
 form of oral presentation.

FISU Conference Organizing Committee  
 Of the 26<sup>th</sup> Summer Universiade  
 August 13<sup>th</sup>, 2011



XU Qin

Mayor of Shenzhen  
President of the  
Executive Board

George E. KILLIAN

President of FISU

ZHANG Xincheng

President of FUSC  
Chairman of

2011 FISU Conference OC

ZHANG Bigong

President of Shenzhen  
University  
Executive Chairman of

2011 FISU Conference OC