**INTRODUCTION**

The development and evolution of human knowledge such as the quick growth of management in today's world has attracted most of the people and especially the thinkers' attention to the importance of organization and its relevant factors. The human is living now in a society which is dominated by organizations. In other words, the human is born in the organization and deals with different organizations during the lifetime [2]. In fact, the employees in every organization seek to cooperate with others and do their tasks and have a certain understanding of the organization where they are working and this can express the organizational climate. In any organization, the healthy and proper relationships make the reasonable and appropriate behavior. In this regard, everyone try to be useful in the organization and reduce the conflict by making the intimate and friendly relationship and his type of relationship strengthens the relationship among the employees. Therefore, the organizations can only be investigated according to the environmental, cultural, economic and social status, and an appropriate environment can be created for staff in order to be able to do their delegated affairs efficiently and this enhances the productivity and even the improved quality of organizations. The philosophy of human relations in the climate of a learning environment is based on this idea that the human dignity should be revived in the workplace and the organizational goals should be revised in line with the employees' welfare. The people's group participation should be utilized in decision making and management; and the opportunity for freedom of action and initiative should be given to people by modifying the structure of organization in order to create the effort-making and satisfactory jobs and finally obtain a proper identification of importance and status of groups in the workplace. The university climate deeply affects the creation of self-concept in employees, and their motivation for education, working and establishing the appropriate interpersonal relations with others. The healthy and dynamic organizations are essential for the growth and development of any society. If any society is considered as an overall system, it has the organizations and organs, which are responsible for the tasks as the
sub-systems, and should be able to achieve the larger system in coordination with it. For coordination of organization with system, the organization should have the healthy characteristics. If the organization has no healthy characteristics, not only it cannot perform the duties, but also it has a negative impact on the tasks of other systems and of community[5]. The educational system is one of the organizations of society and it is associated with most of the organizations and perhaps all of them. The organizational health of educational system affects other organizations. The failures and shortcomings in planning, implementing and supplying the educational system resources have detrimental effects on other sectors. Nowadays, due to the dramatic development in the management knowledge, the human societies are seriously seeking to utilize the appropriate methods and means to achieve their goals and the studies indicate that there is not often sufficient organizational health in the institutions and the lack of organizational health is one of the problems in the organizations. The low organizational health weakens the efficiency and effectiveness of employees' performance and thus a decline in the productivity of organization. In the case that there is the organizational health in the organizations, they will achieve their goals and objectives, remove the obstacles to the way of achieving the goal, and the employees take effort with higher spirit and motivation to increase the productivity. Nowadays, every nation is seeking to create a healthy society wherein all economic, social and cultural aspects are developed as well as the coordination between the new active structures with high performance and effectiveness and the culture and traditions of community. In make such a society, it is essential to create the healthy organizations. In fact, to create a healthy society, we need a dynamic, healthy and prosperous education system wherein the employees will become free, independent, creative, innovative and enthusiastic. The organizational climate is one of the variables affecting the organizational health. In the case that the learning environment has an appropriate climate, the employees' intimacy, trust and morale will be high. According to the conditions governing the organization, wherein the members work at least a third of each day on average and make attempts to improve the organization, the employees should work in a healthy and to some extent without-conflict environment in order to be able to perform the specific tasks, and it is not possible unless there is a favorable climate. The university leadership and management deal with various issues and his way of dealing with such these issues is considered as the managers’ one of the major factors of success. The organizational health and climate are among the issues with which the university manager deals. Each of these variables and the way of dealing with them play the important role in the effectiveness of university. According to the current role of organizational health in different dimensions, the implementation of policies and programs and set of goals should be done in a way that the shortcomings and defects are minimized. If the measures are taken and the quantitative and qualitative development of university system are considered in designing and planning the educational system, and if the universities are equipped and planned based on the goals of educational system and the society's needs, they will achieve the designated features associated with the university, educational system and society and fulfill the needs of country for trained and qualified labor. The healthy organization is realistic about itself and the situation in which it is; it is flexible and utilizes the best sources while confronting with any problem. As the result of civilization and social development and due to the collective life, the humans cooperated to meet their needs and took efforts to achieve their common demands. Due to the human meeting and the conventional effort, the maximum satisfaction was obtained, thus the group activity was made and led to the emergence of organizations. Therefore, the organization is the result of group activity and the people are gathered to obtain a certain and common objective. This human activity is completed by applying the material facilities and equipment [8], [1].

The climate literally defines as the flowing gas layer which has different types of steam surrounding the Earth. Furthermore, it means surrounding and whatever surrounds another thing which has the plural form of components (Moeen Encyclopedia).

In the descriptive Encyclopedia, the organizational climate management is defined as a collection of viewpoints which are common in most of the senior managers in the organization especially on the way of behaving with employees[9].

In defining the organizational climate, Halpin interprets the organizational circumstances as the organizational characteristic; he believes that the correlation between the circumstances and the organization is similar to the correlation between the characteristic and individual. According to another definition of organizational climate, it refers to the individual interpretations of the group and each member of group[10]. The healthy organization is realistic about itself and its situation; it is flexible and able to utilize the best resource to deal with any problems [7]. According to Keith Davis's viewpoint, the organization is healthy when the employees feel that they are beneficial and have the sense of personal development. [6].

Numerous studies have been conducted in the field of correlation between the organizational climate and health [4], [1], [3]; [9], and all of them indicate that the organizational health will be high in the case of favorable organizational climate in the organization.
MATERIALS AND METHODS

There are four hypotheses in this research as follows.
1- There is a significant correlation between three components of manager's behavior and the organizational health.
2- There is a significant correlation between three components of employees' behavior and the organizational health.
3- There is a significant correlation between the manager and employees' behavior with the organizational health.
4- There is a significant correlation between the organizational climate with the organizational health.

Research Methodology
The method utilized in this study is descriptive and correlational.

Statistical population, sample and sampling method
In this research, the statistical population contained all managers at Islamic Azad University, 6 branches of Roudehen, Damavand, Tehran central branch, science and research, Shahr Rey and Firoozkooh; and they were randomly selected. Based on the formula of determining the sample volume, 136 managers and 3 employees per manager were randomly selected.

Research Tool:
The research tool in this research is based on Halpin and Craft organizational climate questionnaire and the Parsons organizational health questionnaire. The organizational climate description questionnaire includes 42 options in six dimensions in order to describe the university staff and manager's behavior. The dimensions of manager's behavior are as follows: 'The supportive (questions 1 to 7), non-directive (questions 8 to 14), and non-restrictive behavior (questions 15 to 21). Three dimensions of employees' behavior: Professional or cooperative (questions 22 to 28), intimate (questions 29 to 35), and committed (questions 36 to 42). The organizational health questionnaire contains 44 options and has three technical, administrative or managerial and institutional levels. The technical level contains: Spirit (questions: 1-8-15-21-22-38-40-42-43), scientific emphasis (questions: 2-9-16-23-29-30-33-41). The administrative level includes the compliance (questions: 12-19-26-34), initiating structure (questions: 7-14-20-28-39), influence (questions: 6-13-27-37-44), support (questions: 3-10-17-24-35). The institutional level includes: Unity (questions: 4-11-18-25-31-32-36).

Results:

First hypothesis: There is a significant correlation between the manager's behavior and the organizational health.

<table>
<thead>
<tr>
<th>Model</th>
<th>Total Squares</th>
<th>Degrees of Freedom</th>
<th>Mean</th>
<th>F statistic</th>
<th>Significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>11081.712</td>
<td>3</td>
<td>3693.907</td>
<td>37.868</td>
<td>0.000</td>
</tr>
<tr>
<td>Residue</td>
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<td>132</td>
<td>97.546</td>
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<td></td>
</tr>
<tr>
<td>Total</td>
<td>23957.765</td>
<td>135</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

The summary of model (ANOVA) indicates that the obtained F statistics (37.868) is significant at the confidence level of 99%. Therefore, it can be concluded that there is a correlation between the organizational health and three independent variables of manager's behavior.

Second hypothesis: There is a significant correlation between the employees' behavior and the organizational health.

<table>
<thead>
<tr>
<th>Model</th>
<th>Total Squares</th>
<th>Degrees of Freedom</th>
<th>Mean</th>
<th>F statistic</th>
<th>Significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
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<td>984.403</td>
<td>6.186</td>
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<td>Residue</td>
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</tr>
<tr>
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</tbody>
</table>

The summary of model indicates that the obtained F statistics (6.186) is significant at the confidence level of 95%. Therefore, it can be concluded that there is a correlation between the organizational health and three independent variables of employees' behavior.

Third hypothesis: There is a significant correlation between the employees and manager's behavior and the organizational health.

<table>
<thead>
<tr>
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<th>Total Squares</th>
<th>Degrees of Freedom</th>
<th>Mean</th>
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<tr>
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</tbody>
</table>

The summary of model indicates that the obtained F statistics (8.864) is significant at the confidence level of 99%. Therefore, it can be concluded that there is a correlation between the organizational health and both employees and manager's behavior.

Fourth hypothesis: There is a significant correlation between the organizational climate and the health.

<table>
<thead>
<tr>
<th>Model</th>
<th>Total Squares</th>
<th>Degrees of Freedom</th>
<th>Mean</th>
<th>F statistic</th>
<th>Significance level</th>
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<td>Total</td>
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</table>

The summary of ANOVA indicates that the obtained F statistics (6.021) is significant at the confidence level of 95%. Therefore, it can be concluded that there is a correlation between the organizational health and climate.
Discussion and Conclusions:

According to the first finding of study, there is a significant correlation between the organizational climate and health at the level of 0.01 at Islamic Azad University of District 8. In other words, there is a significant correlation between the organizational climate with the dimensions of organizational health including the scientific emphasis, compliance, initiating structure, and administrative or managerial level at the level of 0.01 and also between the organizational climate and health at the level of 0.05. This finding is consistent with the results by researchers such as [4], [1], [3] and it is indicated that there is a significant correlation between the organizational climate and managers' performance.

Suggestions

Based on the conducted research, it is recommended measuring the organizational climate at universities and offering the necessary suggestions about the appropriate organizational climate.

1. The managers with the non-restrictive, supportive and non-directive behavior should be chosen.
2. The employees should be educated to be committed to work and creation of intimacy among people
3. The organization should take measures to raise the individual spirit.
4. The organization should pay serious and sufficient attention to staff education.
5. The organizational posts should be precisely defined and stabilized based on the individual merit on the appropriate posts.
6. The organizations should employ the experienced managers in order to enhance the educational managers' efficiencies.
7. The managers welcome the employees and colleagues' constructive criticism to improve the organizational climate and health.

Research constraints and problems:

1. Given that there are numerous determinants in organizational climate and health, it is not possible to control all factors, thus the factors irrelevant to the results of his research may have effect.
2. A few studies have been conducted on this field in Iran and it has taken the researcher's more time in different sections of research especially in data analysis and made problem for researcher; furthermore, a few numbers of appropriate studies on this case have prevented providing the other hypotheses in a way that it leads to deeper study.
3. Research tool constraint: The questionnaire is only used in conducting this research and other research tools such as the interview have not been utilized; thus this required caution in applying the results of research.
4. As the result of subjects' unfamiliarity with research and distrust in research usefulness in improvement of educational system and lack of confidence in utilizing the solutions and results of research for solution of research and educational problem, most of the employees have treated with caution while cooperating and this surely affects the results of research.

While delivering the questionnaire to employees and receiving the responses, it seems that they are not willing to cooperate.

REFERENCES