The relationship between personal values and organizational culture in Golestan University of Medical Sciences and Health

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INTRODUCTION

Culture is a framework for formation of the behaviors and valuing around men and includes a collection of customs, the heritage, sciences, arts, skills and behaviors, perceptions and emotional modes. Every culture is a complete world that people grow and flourish in it and due to all its elements are integrated it’s been created kind of Integration in terms of behavior and thought in person.

Organizational culture is the result of years of experience in conducting organizational goals. People communicate and to interact with each other during the works and tasks causes the creating values and acceptable behavior that can consider all of them as the organizational culture (Fatehi 2000, page 81).

Culture is a term which is difficult to express it clearly but everyone knows it well when feels it. The organizational culture is recognizable by observation, appliances, and what members talk about it and how wearing (Mahmoudi 2005, page 39).

Zareei M. (1995) in his thesis entitled “The Explanation of the Organizational Culture Patterns Based on Islamic Values in the Work Environment and its Role in Job Satisfaction in 1995” concludes that there’s a significant relationship between this undesirable status and current status in terms of the organizational culture pattern based on Islamic worldview in executive organization and also the creation and development of organizational culture pattern presented has a positive effect in increasing the staff’s job satisfaction.

Iranzade A. (1998) in his study entitled “Investigating the Role of Organizational Culture on Management Processes” concluded that the organizational culture is effective on the implementation of any management technique and mode. Thus, the methods and techniques should be adjusted so that is compatible with the current culture.

Kazemi E. (1996) in his study entitled “The Design of Effectiveness Patterns with Emphasis on the Measures of the Organizational Culture” concluded that the organizational culture criteria and effectiveness are in the context of multidimensional models. At different stages of organizational life and applying of each effective model, it can be the criteria for each cultures related to the effective model.

Safa H. (1998) in his study entitled “The Comparative Investigation of Organizational Culture Effects on the Management Mode” concluded that there is a direct and 55% incomplete correlation between individualism-collectivism cultural index and autocratic-participative management mode and there’s a negative and incomplete correlation to 96% between cultural power distance index and autocratic-participative mode.
There’s an incomplete and inverse correlation to 95% between the cultural male-female oriented index and autocratic-participative management mode.

Paouching (2006) in his study entitled “The Type of Leadership and Organizational Culture in the Faculty of Technology, Taiwan” studied about the type of leadership and technology in 6 bosses. The results indicated the positive effects in the culture of schools. However, the professional development, teachers’ collaboration and leaders’ cooperation were among the common goals.

Halyfield (2005) in his study entitled “The Examination of Teachers’ Satisfaction, Work-Related Stress and Organizational Culture in Three Parts of Schools” investigated about the teacher’s job satisfaction and organizational cultures in three parts of schools. It was specified that primary school teachers are most demanding that the school to be effective.

Research Method:
In the presenting study, the population is Golestan University staff with is 235 people. The sample size has determined by randomly simple method. Due to the population size that includes 235 people, the samples are 145 people based on kerjisi and Morgan table. Randomly simple method is applied for sampling. After completing the questionnaire and coding them, the code was ported to the computer, and the information was analyzed by SPSS software.

Research hypotheses:
The Main Hypothesis:
Investigating the relationship between the personal values and the organizational culture in staff of Medical Sciences University, Golestan
H0: there’s not a significant relationship between the personal values and the organizational culture in staff of Medical Sciences University, Golestan.
H1: there’s a significant relationship between the personal values and the organizational culture in staff of Medical Sciences University, Golestan.

The Second Hypothesis:
The relationship between individual goals and objectives of the organization in staff of Medical Science University, Golestan
H0: there’s not a significant relationship between the availability of individual goals and organization goals in staff of Medical Science University, Golestan
H1: there’s a significant relationship between the availability of individual goals and objectives of the organization in staff of Medical Science University, Golestan

The Results:
The Examination of the First Hypothesis:
According to table 1, the extent of the correlation hypothesis is 938** and due to the significance level of this test is sig=0/000, and because sig < α and α=0/01, H0 hypothesis is rejected and H1 is accepted. We say with 99% confidence that the organizational commitment can be enhanced further by enhancement of the organizational health.

Table 1: The correlation coefficient of the personal values and organizational culture among the staff of Medical Sciences

<table>
<thead>
<tr>
<th>Spearman Correlation Table</th>
<th>Personal values</th>
<th>Organizational culture</th>
<th>Personal values</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.907(a)</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>145</td>
<td>145</td>
<td>total</td>
<td>total</td>
</tr>
<tr>
<td><strong>938.</strong></td>
<td>1</td>
<td>Spearman Correlation</td>
<td>organizational culture</td>
</tr>
</tbody>
</table>

* Correlation is significant at the 0.01 level (2-tailed)

To investigate this hypothesis, the Regression Analysis Test is applied:

Table 2: Regression analysis of personal values and organizational culture

<table>
<thead>
<tr>
<th>SD of the estimate equation error</th>
<th>Coefficient of determining the correction</th>
<th>The determination coefficient R2</th>
<th>R Coefficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.83060</td>
<td>0.821</td>
<td>0.822</td>
<td>0.907(a)</td>
</tr>
</tbody>
</table>

According to table 2, the correlation coefficient is r=0/907 and R2 =0/822.it means that Organizational health variable can predicate 82% the changes of organizational commitment variable.

Table 3: variance analysis of personal values and organizational culture
According to table 3, F=513/6744 that it’s significant with degree of freedom 1 in the level of 0.000. This level is less than 0.01. So we conclude that organizational health can predict the organizational commitment.

Examination of the Second Hypothesis:
According to table 4, the extent of the correlation coefficient is 321** and since the significance level in this test is sig=0/000 and sig<α, H0 hypothesis is rejected and H1 hypothesis is accepted. With 95% confidence we say that institutional unity cause the organizational commitment enhances.

Table 4: the correlation coefficient of individual goals and the organization goals

<table>
<thead>
<tr>
<th>Spearman correlation coefficient table</th>
<th>The organization goals</th>
<th>Individual goals</th>
<th>Spearman correlation</th>
<th>Significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.01</td>
<td>1</td>
<td>1</td>
<td>321**</td>
<td></td>
</tr>
<tr>
<td>0.01</td>
<td>145</td>
<td>145</td>
<td>321**</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>145</td>
<td>145</td>
<td>0.01</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>145</td>
<td>145</td>
<td>321**</td>
<td></td>
</tr>
</tbody>
</table>

Correlation is significant at the 0.05 level (2-tailed)

To examine this hypothesis, Regression Analysis Test is applied:

Table 5: Regression analysis of individual goals

<table>
<thead>
<tr>
<th>SD of the estimate equation error</th>
<th>Coefficient of determination</th>
<th>The coefficient R2</th>
<th>R Coefficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.80472</td>
<td>0.246</td>
<td>0.253</td>
<td>0.503(a)</td>
</tr>
</tbody>
</table>

According to table 5, the correlation coefficient is r=0/503 and R2=0/253. It means that the institutional unity could predict 24% the changes of organizational commitment variable.

Table 6: variance analysis of the individual goals and organization goals

<table>
<thead>
<tr>
<th>Significance level</th>
<th>Statistics F'</th>
<th>Square mean</th>
<th>Degree of freedom</th>
<th>Sum of squares</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a)0.000</td>
<td>37.542</td>
<td>1264.957</td>
<td>1</td>
<td>1264.957</td>
</tr>
<tr>
<td></td>
<td>33.695</td>
<td>3740.123</td>
<td>1</td>
<td>3740.123</td>
</tr>
<tr>
<td></td>
<td>144</td>
<td>5005.080</td>
<td>total</td>
<td>5005.080</td>
</tr>
</tbody>
</table>

Conclusion:
Results of the presenting study indicate the importance of personal values in explaining of one of the important organizational variable, it means the organizational culture. Bahrampor and Nekouie’s study entitled “Investigating the Relationship between Personal Values and Organizational Culture in Public Organizations of Kerman County” are in agreement of the presenting study.

Human values include the social and personal values and the means and ultimate values forming the society identify and specify the path to achieve goals that have a significant accommodation with the kinds of values. The organization as a community has a specific identity that it is referred to as the organizational culture in management studies. The identity of the organization's values and goals affect the organization. Hence, the staff's values on identity of the organization and availability to the organization goals are effective. More the personal values are high and these values are deepening and institutionalizing, more the organizational culture of the organization or the organization identity will be stronger and deeper. On the other hand, this result represents an important task in creating a shared vision of management in the organization. On the other hand, this result represents the important task of management in creating a shared vision in the organization. In the other words, the task of alignment of the organizational values and personal values are the important tasks of management. The organization won’t reach to its gain In case of conflict.

REFERENCES


Nekouie Moghadam M. & M. Bahrampour, 2007. Investigating the Relationship between Personal Values and Organizational Culture in Public Organizations of Kerman County, the Education Studies, 12: 2-10.