

## Organizational Health Education

Hojatollah Moradi Pordanjani<sup>\*1</sup>, Mina Ansari Samani<sup>2</sup>, Marziyeh Maleki Shahraki<sup>3</sup>, Maryam Baghaei Shahraki<sup>4</sup>, Sayedeh Maedeh Mousavi Ghahfarokhi<sup>5</sup> and Atefeh Heidari Soreshjani<sup>6</sup>

\*Contact author

<sup>1, 2, 3, 4, 5, 6</sup> Training department, Pardis Shahid Bahonar, Farhangian University of Shahrekord, Chaharmahal Bakhtiari Province, Iran.

Received: Nov. 2014 & Published: Jan. 2015

### Abstract

The present study is applied and descriptive and since it explains concepts and definitions of organizational health in ministry of education it is a library research. Organizational health enables organization to maintain mobility in the organization and adjust it with its environment.

Key words: Health, organization, organizational health Education.

### Introduction

According to Mohammad Bagher Hoshyar Education is an orderly system of action and behavior, in other words education is an action and reaction between two mobile poles (institute and learner) which is according to main one and has a goal and requires a plan.

Dewey: "Education is reconstruction or organization of experience. In order to expand the meaning of experience and in order to control and direct future experience to enable individual" (Shah Ghaleh, 1390).

Education and training is foundation of cultural, social, economic and political improvement in every society, nowadays in most countries it is growth industry and the highest budget is dedicated to is after defense affairs (Shariatmadari, 1388).

If we consider education as a knowledge-based system that every member of its human force has knowledge, experience and expertise. Human force in which never is considered as a threat and they are opportunities to improve cultural situation of the country (Beigzadeh and Dodmani Maleki, 1390). Piaget believes that the main goal of education is to bring up people who can start innovative and new tasks, not to repeat procedures tasks. The goal is to train people who are inventors, creative and explorers (Shaverdi, 1372 cited by Shah Ghaleh, 1390).

In addition to its social identity of people requires him to relate with different aspects of society and internal collections. In modern societies with complexities in lives new problems are created for human being and the importance of relationship increases (Adin, 1379 cited by Ahanchian and Mani Dari, 1383).

Education as a social entity establishes a kind of organization relationship between individuals so, this relationship requires health in education (Ahanchian, 1381). Organizational health is related to commitment of personnel's to their organizations.

In education ministry organizational health has a positive correlation with many variables like organizational health has a positive correlation with many variables like organizational environment, teacher's problems in decision making, powerful school culture and efficiency scales (Ranjirian, 1375 cited by Ahanchian and Mandiri, 1383).

Growth and expansion of every society is having healthy organizations and each society if it is considered as a general system has some organizations inside itself that have some functions as micro system.

They should have ability to work beside other systems to achieve more important goals. The principle of agreement and adaptation of organizations is to have necessary characteristic of a healthy

organization. If micro system have characteristic of a healthy organization not only can do their functions but also affects other systems, functions negatively (Mirsiasi, 1361 cited by Nazem).

In order to have a healthy society we should establish healthy organizations and to establish organizations health we should know the atmosphere of an organization.

In order to define and measure social atmosphere of organizations, considerable attempts have made. One of the popular and useful theoretical framework is organizational health(Farnia, 1382 cited by Sharifi and Aghasi, 1389).

Using human force is usually possible in organizational environment, therefore measurement and expansion of organizational health should be important(Haghighatjo and Fatah, 1386 cited by Shabani Bahar et.al, 1389).

Complete health in organization attracts our attention to factors and situations that facilitates its growth or prevents its dynamic nature. Understanding organization's health can help us to choose suitable management and leadership methods. Also achieving stable use and suitable life quality is relate to efficient management and human force, intelligent and committed(Shariarti, 1384 cited by Shabani Bahar et.at, 1389).

Healthy organization results in more trust and high spirit and consequently increases teacher's efficiency.

Formal education is considered special to achieve goal or goal for society in general or as a part at it. Successful achievement of goals is achieved by efficient management that requires correct understanding of complex and various dimensions(Alagheh band, 1384).

A significant part of teaching and training takes place at schools, schools as a social system have special position. If school have healthy organization they can do their important duty in the best way.

Healthy organization should be consistent with human needs and not necessarily needs felt by human beings(Shariatmadar, 1388).

People in a healthy school are to teaching and learning and consider higher but achievable goals for students, they maintain high performance standards and learning environment is serious and orderly. In addition to the fact that students function with high motivation in scientific activity.

Class is available for everybody. In a healthy school teachers like each other, trust each other and feel proud for their school(Hoy and Miskle, 2005 cited by Soleymani, 86-87).

Organizational health is one of the most obvious efficiency indices(Hoy and Mistle, 1387 cited by salarzehi, 1391). Dynamic and healthy organizations have desirable and healthy environment and provides interest and motivation to work in personnel and increased efficiency by this way. In the other way healthy and supportive environment in the organization result in trust(Hoy and miskle, 2005 cited by selmabadietoal, 92-93).

Organizational health points to something more than short- term efficiency and refers to a collection of durable organizational health. A healthy organization not only can persist in its own environment, create necessary abilities for its survival and expansion(Hoy, 2008 cited by Salarzehietoal, 1391).

### **Health**

Health means lack of diseases and deficiency in organism. Maylz believes that ignoring problems of organism concept and very ideal nature of "complete health", organizational health trend has scientific benefits dynamically to improve it(Jahed, 1384).

### **Organization**

"Organization" have different meanings for people. Some believes it includes all behave our of participants some other believe it includes general system of social relationship(Chamran, 1378). Because of civilization and social expansion, social life caused human being to help each other to

remove needs and achieve common needs together. Human gathering creates maximum satisfaction therefore, group activities are formed and creates organizations.

Therefore, organization is result of group activity, in which people gather together to achieve a specific goal. This human activity is completed by materialistic equipment. Consequently organizations are affected by responsibilities and use mental or physical facilities to achieve a common goal related to productive activities or services required for society. Each organization has different parts called organizational units. Organizational units has a rank according to responsibility that has similar aspects by hierarchy (Asgarian, 1366).

### **Organizational health**

Organizational health is a unique concept that allows us to have a big picture of organizational health. In healthy organizations personnel's are committed and beneficial, they have good performance. A healthy organization is a place where people work by interest and feel proud to work there. In fact health in the organization physically, psychologically, sense of belonging, appreciating expertise, wisdom and personality is influential in efficiency of each system (Jahed, 1384).

Organizational health is a new concept and is not only ability of organization to do its functions effectively but also includes ability to grow and improve (Lyoden and Klinge, 2000 cited by Shabani Bahareti, 1389).

Another subject besides organizational health is the role of management as a main element to create and improve health level in the organization. Teachers have duties at school that understand organizational roles and individual relationships to do them and try to meet needs of people at school and enables organizations to confront successfully with internal and external forces to direct distracting forces and guarantee goals to continue its life (Jahed, 1384).

### **Organizational health**

Miles defined organizational health in (1969) and suggested a plan to measure organizational health.

Pointed out that organizations are not healthy all the time. He believes organizational health is durability and survival in the environment and increasing ability (Jahed, 1384).

Parsons define a healthy organization as all the social systems to survive, grow and expand need 4 main functions (adaptation), (achieving goals), (consistency) and durability. In other words organizations are successful to do these four problems:

1. The problem of acquiring enough resource and adaptation with environment.
2. The problem of determining and performing goals.
3. The problem of unity in the organization.
4. The problem of establishing and maintaining unique values in the system.

Therefore organization should face with adaptation needs, achieving goal and also verbal needs, social and norm unity. It is supposed that healthy organizations meet both goals efficiently (Jahed, 1384).

Supervisors in healthy organizations find committed, social and successful staff. A healthy organization is where people want to stay and work and they are effective people (Jahed, 1384).

In another definition a healthy organization is a creative organization and for this characteristic it should have features like:

Accepting changes

Evaluate new ideas

Consider trial and defeat as a part of success

### **Appreciate people's attempt**

On the other hand a healthy organization has healthy environment. 1- It is trust worthy in information has exchange.2-It should have flexibility and creativity for necessary changes based onacquired information 3- being loyal to goals in the organizations .4- Have internal support without any fear and threat because threat damage good and healthy relationship. It reduces flexibility and instead of interest into the whole system invokes maintained(Hoy and Miksel, translated by Abbaszadeh, 1370 cited by Nazem, 1389).

Healthy organization is where people like to stay, work and feel proud for it and be efficient. It is clear that this attitude and environment directs organization to efficiency(Sajadi, 1384 cited by ShabaniBahar et.al. 1389).

According to Davis(1995) when organization is healthy that staff feel they are beneficial, it helps psychological health and achieve growth and training(AlidostGhahfarokhi, et.al, 1388).

### **Organizational health according to Islam**

According to Islam organizational health means observing rules and regulations and Islam values to control function and activities, also observing value rules in relationship between personnel's and managers(Sheikhi, 1390).

Work behavior is a cultural norm that gives positive spiritual value to do tasks and believes that work has an internal value(Tavasol and Nahavandi 1387 cited by Salmabadi and et.al,92-93).

Islamic work behavior is a collection of moral and spiritual principles in Islamic context, it distinguishes what is wrong and what is right(Rizak, 2008 cited by Salmabadi and et.al, 1393).

Organizational health is one of the subjects in nowadays organizations influenced by different internal factors in organization and external factors.

Identification and controlling these factors can improve moral level and their uses. Because Islamic work behavior is influential and determinative factor in the behavior of personnel's, and because of Islamic and religious context of Iran, work behavior is important variable for organizational health according to Koran and prophet's ideas(Salmabadi et.al, 1393).

### **Increasing organizational health**

Every attempt to improve organizational ability that results in proper function of organization and achieving goals and also preventing factors that prevents organization to do its function(Sheikhi, 1390).

### **History of organizational health**

The term organizational health first was used by Maylez(1969) in organizational environments at school(Korkmaz, 2007 cited by Salarzehi, 1391). According to Maylez "organizational health refers to a situation beyond short- term efficiency and points to a collection of- organizational characteristics. It means that a healthy organization by survival in the environwent can adapt with the organization and expand necessary abilities to maintain and continue in the environment.

Organizations health is one of the subjects in organizations influenced by different internal and external factors in the organization(Salmabadi et.al 92-93).

The idea of organizational health is not anew subject and has attracted the idea of some of the scientists of management filed.

Edgar schein(1965) writes some of the exports like Argeris, tourist, Rice, Bennis support this ide certainly(GhanbariKohjani 1377). The term "organizational health" explains mental superiority that is supported by psychology and considers organization as an organism that passes cycles and paths of balance, health, disease and death. Therefore organizations can be like human beings with culture or

without culture, healthy or sick. Organizational environment of psychology and sociology(Gilsson& James, 2002 cited by Kaki, 1388).

Different views of organizational health and its dimensions and characteristics

1.Dimensions of organizational health according to Myles:

He considers characteristics of healthy Organization in meeting 3 main needs: 1- organizational functional needs.2-survival needs.

3- Growth and organizational improvement needs. Those needs are not contrary and are related. According to these 3 needs dimensions of organizational health includes 10 cases: adaptability, qualification to solve problems, concentration on goals, relationship qualifications, maximum, concentration on goals, relationship qualifications, maximum power squalene, applying resources, unity and consistency, independence, innovation. The first 3 cases are meeting functional needs of organization and survival needs include 3 cases and innovation. Independence, adaptation and qualification to solve problem are located in the frame work of meeting needs(Jahed, 1384).

2. Hoyetal(2000) identifies organizational health in seven dimensions(Salmabadi et.al, 92-93).

Dimension	Definition
Institutional integration	Ability of school to adapt to that maintain integration consistency and generality of educational plans.
Manager influence	Ability of manager to influence superior authorities
Conservatism	Leadership behavior manager. Friendly and supportive.
Construction	Manager behavior to determine work relationship.
Resource support	Providing required materials for teacher and school.
Feeling	Points to friendly feeling, mutual trust.
Scientific emphasis	The extent of scientific and cultural superiority at school.

3. According to zaki(1380) dimensions of health organization includes:

1- Organizationalduty1-concentration on goal.2- sufficiency of relationship. 3- good distribution of power second dimension- Internal situation of organizational system. 4- application of resources 5- correlation 6- spirit(feeling) The thirddimension- growth and change in organizational system 7- innovation 8- self-independence 9- adaptation with environment 10- qualification to solve the problem.

4. Organizational health according to personas at schools: He considers features of healthy organization in 3 main levels: 1- Institutional level 2- Office level 3- Technical level and explains dimensions of organizational health in the following cases(Nazem, 1389).

A)Institutional level 1. Institutional integration.

B)Office level 2- observation 3- construction 4-resource support 5- manager influence

C) Technical level

6- Feeling 7- scientific emphasis

5. Organizational health according to lion and Klingon:

They presented 11 features for organizational health(Jahed, 1384).

First dimension	Relationship
Second dimension	Cooperation and involvement in organization
Third dimension	Loyalty and commitment
Fourth dimension	Popularity of institution or company

Fifth dimension	Feeling – spirit
Sixth dimension	Morality
Seventh dimension	Identification of functions
Eight dimension	Goal path
Ninth dimension	Leadership
Tenth dimension	Improvement of efficiency in staff
Eleventh dimension	Application

Regarding organizational health many researches have been conducted that all refers to healthy organizations that are in higher levels of organizational health.

Also studies show a significant relationship between organizational health and variables like trust, reliability feeling, efficiency of personnel's and leadership styles(Afani, 1381, Nader, 1381,Azizi, 1385,Kermani, 1386 cited by sharifi and Aghasi).

In a study called examination of organizational health at school in Tehran province(Hoy and field man) conducted by Nader soleyman(86-87). The following results were achieved:

1. Organizational health of school is at suitable level bus on teachers.
2. Highschool are at lower levels of organizational health in comparison to other school.
3. Non-profit school have high organizational health in comparison to state schools.
4. Girl's school have higher organizational health in comparison to boy's schools.
5. There is a significant difference between provinces and cities according to organizational health
6. There is a significant and reverse relationship between educational degree of teachers and their evaluation of organizational health.
7. Women teacher evaluate school healthier.
8. Employed and non-employed teachers have equal evaluation of organizational healthier.
9. Teaching experiences doesn't have a significant effect on their evaluation of organizational health.

A study of relationship between manager's function with organizational health(winter 89) by Dr. AsgharSharifi and SadighehAghasi results showed that:

There is a significant relationship between each variables of manager's function and "organizational health". Manager's performance is higher in relationship functions and decision making but it is at average level in information duties.

ShahramTofighi et.al(fall, 1390) in a study called the effect of organizational health on indices of organizational health and its relationship with efficiency of organization" concluded that changes influences organizational health, they may reduce feeling indices of personnel's, efficiency of organization and cooperation of staff. After organizational changes, indices of organizational health are measured and the deficiencies are removed.

The results of study" relationship between psychology ical health and behavior of citizens" by Nader Soleymani and Mohammad HoseinSeiri(1389).

Showed there is a relationship between psychological variables of teachers like physical signs, stress, sleeplessness, social function and depression with behavior level of citizens in their organization.

According to AnvarEsmail and Mahmood Abbasi(1391) Achieving moral in health system": Insufficient expansion and organizational morality consistent with.

Organizational changes and growth of general knowledge and improving clear concepts and theories are fields of studies in organizational morality.

Also Barnes(1994) in study of relationship between organizational health of school and cooperation and trust of teacher in decision making found that there is a relationship between teachers, trust in

anger at school and organizational health and there is a reverse relationship between DE prevision and decision making at teachers in decisions in classes and DE prevision of manager in the organization.

### **Goal**

A study of organizational health in education and training and improving desirable function and relationship between personnel's is based on features of organizational health.

Methodology: Because the present study uses organizational health in education, it is applied and because describes organizational health features it is descriptive.

Since it analyzes main concepts of organizational health in education by scientific book it is library research.

Data collection methods is library and collection tools include all scientific resources about organizational health.

### **Discussion and conclusion**

Improvement and growth of each society is having healthy organizations and each society if is considered as a whole system it has institutions and organism inside and has functions as a microsystem and should have this ability beside other systems and consistent with them to achieve bigger goals of systems. If microsystems have the features of a healthy organization not only can't do their duties but also influences functions of other systems negatively (Mirsepasi, 1361 cited by Nazem, 1389).

Education as a basis and foundation of cultural, social and political improvement in society in most countries is growth industry and has the highest budget after defensive affairs (Shariatmadari, 1388).

Using human force is possible in organizational environment, therefore measurement and improvement of organizational health is considered (Haghighatjo and Fatah, 1386).

A considerable part of education takes place at school.

Schools as a sensitive and important social system have special position. Schools can do their duties big functions that are healthy and dynamic. In order to have healthy organizations it should be consistent with human needs and not felt needs (Shariatmadari, 1388).

Teachers at school rely on teaching and learning and consider higher goals for students, maintain performance standards and serious learning environment. In addition to students, performance standards maintain higher levels.

In one school teachers like each other, trust in each other and feel proud of their school (Hoy and Miksel, 2005 cited by Soleymani, 1386).

Parsons defines a healthy organization all social systems to grow and improve itself by 4 main functions (adaptation), (achieving goal), (integration) and durability. In other words organizations should be successful in solving four problems:

5. Problem of achieving enough resource and adaptation with environment.
6. Problem of determine and perform goal.
7. The problem of integration in the organization.
8. The problem to establish and maintain unique values in the system.

Therefore, organization face with adaptability needs and goal, social integration and norms. In fact it is supposed that healthy organization meet both needs efficiently (Jahed, 1384). He pointed to Islamic morality and organizational health. Health of organizational health has a direct effect on organizational commitment (Noroz, 1380 cited by Salmabadi et.al, 92-93).

### **Suggestion**

According to this article we conclude that one of the important goals in durability of organization to maintain organizational health.

It is suggested that:

- 1- A creative manager in organizational problems.
- 2- Because personnel's are important elements in the organization, they have freedom but at legal level.
- 3- Having short- term and long term plans for administrative organizations.
- 4- Supervisor for organizational features and controlling performance style.
- 5- Establishing integration and unity between personnel's and loyalty to principles and regulations by organization for organizational health.

### References

- 1) Aghasi, Sedighi and SharifiAsghar(1389). A study of relationship between managers, performance with organizational health. Research- scientific periodical a new trend in educational management, Islamic Azad university, Marvdasht Branch, first year, No4(149-168).
- 2) Asgarian, Mostafa(1366). Management and Organization of training, Tehran: Amirkabir publication.
- 3) BeigzadehJafar and Dodmanmaleki, Hanieh(1390) A study of influential factors on management performance of knowledge in education(case study of education in Malekan city), 17 period, No 4.
- 4) Chanchiang, Mohammad Reza and Mandiri, Ramazanali(1383). Relationship between social skills of managers with organizational health. Humanities andsocial magazines, Fourth year, 12 th number.
- 5) Eghbalinasab, Hossein and zarei, Mahdi and selmabadi, Mojtaba and Alirezaei, Malek(1393). A study on relationship Islamic moral work with organizational health of teachers in pakdasht.
- 6) Esmaeili, Anvar and Abbasi, Mahmood(1391). Improving morality in the health system. Moral periodicals, second year, No 4.
- 7) GhanbariKohjani, Farzad(1377). A study of Organizational health of state high school and non-profit high school of Shiraz according to teachers, A thesis for master degree, Shiraz university, P 19.
- 8) Hosseini, Mohamad Hossein and Alidost, Ebrahim and Mosavi, Zohreh, Homaei, Reza(1388). A study of relative share of psychological health on organizational health in physical education office, Esfahan province.
- 9) Hoy, vein k and Miskell, sisil(1382). Educational management(Theory, research, action, translated by MirmohammadAbbaszadeh) Oromieh: Oromieh university publication.
- 10) Jahed, Hosseinali(1384). Organizational health. Tadbir magazine, No 159.
- 11) Kakia, Lida(1388). The relationship between performances of education manager with Organizational health in high school, No 99(Scientific- research). Training magazine.
- 12) Korkmas, M(2007). The effect of leadership style on Organizational health. Educational Research Quarterly, 3.
- 13) Kotez, Harold and Avandel, Siril and Davich, Heinz(1387). The principles of Organizational management, Translated by Mohammad Hadichamran, Tehran. Sharif Industrial University.
- 14) Nazem, fatah(1389). Organizational health of diffedent parts in Islamic Azad University, New ideas periodical in training science, No 19.
- 15) Ranjirian, Bahram(1375). Organizational commitment. Economic department of Esfahan University. The tenth year. No 1, 2.
- 16) Salarzahi, Habibollahand Moradzadeh, Abdolbaset and Arab, Abbas(1391). The role of knowledge management in predicting features of Organizational health- case study: civil

- engineering office in sistanBalochestanprovince, general management researches, No 18(Scientific research).
- 17) ShabaniBahar, Gholamezah and Safaei, Iman and Erfani, Nasrohha(1389). The relationship between Organizational health by using physical education according to experts, sport management studies, the seventh year, No 8 (Scientific, research).
  - 18) Shahghaleh, Safi alloh(1390). Training and education, improve ment. Social growth of training, Tehran, training science, the second year, No6.
  - 19) Sheikhi, Mohammad Hossein(1390).influentialfactors on health of Organization and improving moral values, Islam and management research. The first year, No 2.
  - 20) Soleymani, Nader and siri, seiri, Mohammad Hossein(1389). The relationship between psychological health and citizenship bahaviour of teachers training psychological periodicals, Islamic Azad University, Rehnoon branch. Forst year, No 4.
  - 21) Tofighi, Shahram and Jagheri, Mahmood and Ameryon, Ahmad and KarimiZarchi, Aliakbar(1390). The influence of organizational changes on indices of organizational health and its relationship with organizational efficiency Martial medicine magazine, 13 period, No 3.
  - 22) Zaki, Mohamadali(1380). A study on organizational health of school in Shahreza, Mesbah periodical. No 38, the tenth year.