

The Examination of Relation Between Organizational Space and Organizational Patronage

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ABSTRACT

The organizational space defines what the method of work is and that which kind of behaviors are supported. The target of this examination is to knowing of the existence of relation between organizational spaces (structure of organizational, organizational responsibility, Productivity of managers, organizational identity) and the organizational patronage of the leaders in administrations of West Azerbaijan. Generally 150 episodes of standard questioning in statistical society were done and 100 questioning for scrutiny hypothesis were done. According to the normal data of Pearson's coefficient to identify of the kind of the quantity of relations between shift was used. The result of this examination shows a direct relation between organizational responsibility, manager's productivity and organizational identity with organizational patronage. But there is not any relation between organizational structure dimension and organizational patronage. So it is suggested to do important activities in order to improve the organizational patronage by using efficient organization.

KEYWORDS

Organizational Space, Organizational Structure, Organizational Responsibility, Organizational Identity, Organizational Patronage.

1. INTRODUCTION

Today's world is human's world and humans are the trustees of deferent offices. Organizations and to conduct them is not be possible without humans. On the other hand our lives need to contribution of all of people. So we should divide duties, different skills and to improve the quality and quantity of them.

Organization space is the collection of countable navigation. These navigates were recognized directly or indirectly by people who live there and affect in their provocation and behavior. Organizational space is where in which people work. It can affect in provocation and satisfactory of a job too. The 4 aspects of organizational space are organizational structure, productivity of managers, responsibility and organizational identity. Here we will study about these 4 aspects. Organizational identity means a person's feelings of his interest to office and the valuable member in a group.

In organizational responsibility people feel they are their own responsible and their decisions are not proved by their leaders again. In this way the feeling of contribution between manager and employees is face to face. Also in this way the concept of organizational structure is employees feeling of pressures, laws, methods and offices strong rules. Productivity means to use peoples and sources in order to reduce the costs and make clients more satisfied.

Organizations need to programs and variety of instruments in order to encourage their employees. Here we will study that is there any relationship between administration offices and organizational space?

2. LITERATURE

Productivity in an office will be improved if the target of it is to improve necessities and sometimes to changes. Studies show that organizational culture is the most important key to improve the organization and its success and failing (Kazemi, 2010). Productivity and organizations culture have strong relationship (Kashani and Khanyfar, 2011). Encouragement plans are so important too (Rao, 2005; Taheri, 2006). In their book remark to subjects of productivity concept, skillful management concept of new idea about management, the ways of productivity, and human as important part of management, typical management, premium tenet and some theses of management model.

According to the study in Iran, that mentioned that there is a significant relationship between organizational (responsibility, identity and patronage) and organizational productivity. But there is no significant relationship between organizational structure and organizational productivity (Zirak et al., 2013). The other study remarks that in Iran's gas office the organizational structure has a negative effect in employee's empowerment (Baybordi et al., 2013). But in the other one there is significant relationship between organizational structure and clients (Javan Pakdaman et al., 2013).

According to French's theory based on existence ideas we can't define the best organizational space. Litwin and Stringer (2010) say: it is irrational to say managers how to conduct because the manager defines the high quality of turnover (Litwin and Stringer, 2010).

Organizational space is important part in the office (Boulden, 1992) after studying mentions that the method of management affects in organizational space. They believe that organizational space mentioned to knowing of members of official and unofficial management and other aspects. This understanding affects in ideas, values and encouragements in the office. There are 9 parts in organizational space:

1. Organizational structure: Employee's felling about rules and methods in an office.
2. Responsibility: People feel they are their own responsible and no one affects in their decisions.
3. Testimonial: People should be given testimonial when they work and are successful.
4. Jeopardy: Will they be given testimonial in dangers or it's good to work in safe?
5. Friendship: The feeling of being friend and have a good relationship in an office.
6. Patronage: The feeling of being co-worker and contribution and focus on patronage.
7. Criterions: To have important targets and to done duties as well individual or in group.
8. Expositions: The preferences of managers and employees to hear disagree ideas and

focus on solutions instead of rejection or ignoring them.

9. Identity: Person's feeling about his dependence to organization and that he is important member of a group.

According to one of the studying done in Lithuania there are reasonable satisfying situation with job's identity (Smitina, 2010). The other studying shows that there is a relationship between manager's patronage and human sources and management patronage (Taveira et al., 2013). French (1986) introduces organization's lasting in paying attention to external and internal characters and its yield. These characters affect in each other. For example organizational management affects in hiring rules by educational programs patronage (French, 1986).

3. METHODOLOGY

This scrutiny is one of the usage studying. It is one of the association studying. This scrutiny base on the collection of data is a describe method. Generally this scrutiny is association-collecting method.

This studying has used all of the organizational managers in order to reach the aims. So all of the West Azerbaijan's administrations have been used because these statistical societies are full in the area and we can't confer to them so we choose some of them to work on and get results (Farhangi and Safarzadeh, 2008).

Because of preservation matters, to reach to managers and most of administrations can't be used. So we used the content of progenitor.

$$n = \frac{z_{\alpha/2}^2 \times S^2}{d^2}$$

The most important parameter in this formula is to reach S^2 as the variance. So we used 25 questionings and we calculated it as 0.0729%.

Surface of miscue here is 5%. So Z is 1.96 and d is 0.05.

According to these numbers the content of progenitor is 100 people. There were 150 questioning and the percentage of answers was 66.67.

According to sample studying among managers in administrations there were 54 questions, directed with questioning based on (Moghimi, 2011; Saatchi et al., 2011).

According to quantity shifty we used gauge serial. In order to define this shifty we used spectrum and the person should choose normal amount of agreement-disagreement, hate-interest and accept-rejection.

In order to define perpetuity we use Cronbach's Alfa that is used by SPSS. So first we use 35 questioning and then we used data in them. And we found the adhesion by Cronbach's Alfa and the answer was about 0.88. The common amount was 0.7. So the firs answer is more than the second one.

In order to use describe statistics we used the following statistics. Then we chose the reasonable relationship between this shifty by association coefficient. According to the normal or preposterous of these data by Pierson association coefficient or Spearman we used the kind of relations.

These information using Excel and SPSS, were been analyzed in 2 parts:

Hypotheses:

1. A significant relation exists between organizational structure and organizational patronage.
2. A significant relation exists between organizational responsibility and organizational patronage.
3. A significant relation exists between organizational identity and organizational patronage.
4. A significant relation exists between productivity of managers and organizational patronage.

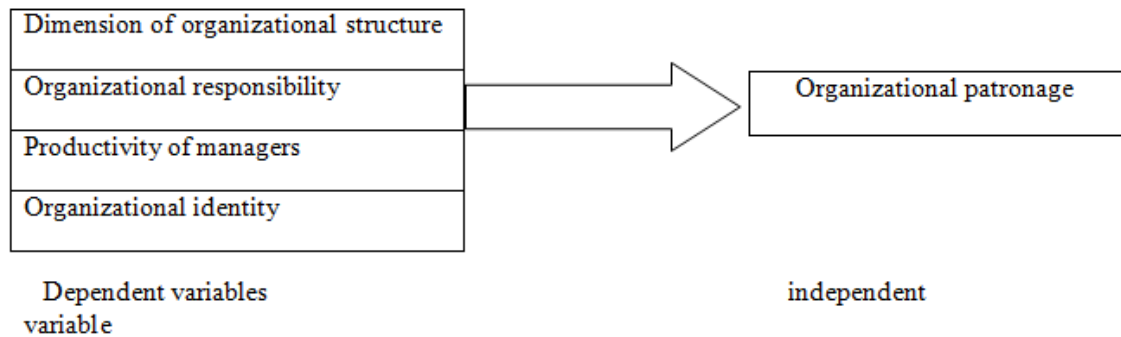


Figure 1. Theoretical model of research

4. DATA ANALYZE

By using of thesis of center limitation we can exam normal data. Here according to thesis of center limitation and content that is 30 people we can accept normal data. So we will use Pierson association coefficient.

4.1. Studying of Hypotheses Test

First hypothesis: A real relation exists between organizational structure and organizational patronage in administrations of West Azerbaijan.

H_0 : A significant relation does not exist between dimension of organizational structure and organizational patronage in administration of West Azerbaijan.

H_1 : A significant relation exists between dimension of organizational structure and organizational patronage in administrations of West Azerbaijan.

In this table the amount of association between 2 shifty that is 0.025 shows not association. On the other hand because the amount of reasonable association test was 0.802 and more than the amount of coefficient of miscue of studying was (0.01). So it is not rejected this hypothesis and it is accepted that a significant relation exists between organizational structure and organizational patronage in offices of West Azerbaijan.

Table 1. The association coefficient between 2 variables of organizational structure and organizational patronage

		organizational structure	organizational patronage
organizational structure	Pearson Correlation	1	.025
	Sig. (2-tailed)		.802
	N	100	100
organizational patronage	Pearson Correlation	.025	1
	Sig. (2-tailed)	.802	
	N	100	100

Second hypothesis: A significant relation exists between organizational responsibility and organizational patronage in administration of West Azerbaijan.

H₀: A significant relation does not exist between organizational responsibility and organizational patronage in administration of West Azerbaijan.

H₁: A significant relation exists between organizational responsibility and organizational patronage in administration of West Azerbaijan.

The amount of association between 2 shifty is 0.464 that this association is too weak. On the other hand because the amount of this reasonable association that is (0.000) less than real coefficient (0.01) so it can be rejected this theory and accepted 99% the studying theory. It can be said a significant relation exists between organizational responsibility and organizational patronage in administration of West Azerbaijan.

Table 2. The coefficient between organizational responsibility and organizational patronage

		organizational patronage	organizational patronage
organizational responsibility	Pearson Correlation	1	.464**
	Sig. (2-tailed)		.000
	N	100	100
organizational patronage	Pearson Correlation	.464**	1
	Sig. (2-tailed)	.000	
	N	100	100

**. Correlation is significant at the 0. 01 level (2-tailed)

The third hypothesis: A significant relation exists between productivity of managers and organizational patronage in administration of West Azerbaijan.

H₀: A significant relation does not exist between productivity of managers and organizational patronage in administration of West Azerbaijan.

H₁: A significant relation exists between productivity of managers and organizational patronage in offices of West Azerbaijan.

Table 3 shows that the amount of association in 2 variables is 0.623 that is a powerful amount. On the other hand the real association test is (0.000) less than real coefficient miscue of studying (0.001) so it is accepted 99% of this theory and say that a significant relation exists between organizational patronage and beneficiary of managers in offices of West Azerbaijan.

Table 3. The coefficient between 2 variables of manager's productivity and organizational patronage

		manager's productivity	organizational patronage
manager's productivity	Pearson Correlation	1	.623**
	Sig. (2-tailed)		.000
	N	100	100
organizational patronage	Pearson Correlation	.623**	1
	Sig. (2-tailed)	.000	
	N	100	100

**. Correlation is significant at the 0. 01 level (2-tailed)

The forth hypothesis: A significant relation exists between organizational identity and organizational patronage administrations of West Azerbaijan.

H₀: A significant relation does not exist between organizational identity and organizational patronage in administration of West Azerbaijan.

H₁: A significant relation exists between organizational identity and organizational patronage in administrations of West Azerbaijan.

According to exodus software of SPSS in table 4 the amount of association between 2 variables is 0.753 that is a powerful association. Because the real association test is (0.000) less than the amount of coefficient of miscue of studying, so it can be said a significant relation exists between organizational identity and organizational patronage in administrations of West Azerbaijan.

Table 4. The coefficient between 2 variables of organizational identity and organizational patronage

		organizational identity	organizational patronage
organizational identity	Pearson Correlation	1	.753**
	Sig. (2-tailed)		.000
	N	100	100
organizational patronage	Pearson Correlation	.753**	1
	Sig. (2-tailed)	.000	
	N	100	100

**. Correlation is significant at the 0. 01 level (2-tailed)

5. CONCLUSION

In this studying that is about examination of organizational space and organizational identity in administrations of West Azerbaijan we study the relation between organizational space and organizational patronage. So we pay attention to 3 characters of Litwin and Stringer (1968) dimension of organizational structure, organizational responsibility, organizational identity and organizational patronage. So the relation between manager's productivity and organizational patronage was studied.

In this studying the relationship between 4 characters of organizational space and manager's productivity and organizational patronage were been examined.

The question was if a significant relation exists between organizational space and organizational patronage in administrations or not. To find a suitable organizational space is important to increase the efficient organization. These results are associate with theories of Baumgardner (1988), Litwin and Stringer (1968), Vaughan (1983), Abdullah (1992) and Nazem (1999, 2001, 2004).

A significant relation does not exist between dimension of organizational structure and organizational patronage in administration offices but there is a significant relationship between organizational responsibility and organizational patronage. A significant relation exists between manager's productivity and organizational patronage in administration offices. The limitation in this studying is not to have suitable contribution of leaders and questioner.

In this studying just 4 characters of organizational space's character had been shown and it is needed the others too.

It is suggested that has been done by using efficient management and to create suitable organizational space and according to characters of responsibility, productivity, identity and to improve organizational patronage in administrations. In order to reach to the adequate leaders it should be paid attention to organizational health, organizational space, culture, control and other aspects.

They should do the most important activities by using management tenet and human relations to create creative organizations.

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