

The Relationship between Turnarounds and Improving Management Practices in Public Organizations (Case Study: Education and Nurture Management of Mahabad)

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Abstract

The aim of this study was to investigate the relationship between fundamental developments and improved methods to manage public administration, education and the city of Mahabad. This study as an applied research and descriptive survey. The population of the study, 172 employees of Education, principals of elementary schools, secondary schools first and second secondary education are the city of Mahabad. According to the results of the Cochran formula, the sample size was estimated 119 people. Since the population of the research groups in terms of jobs and positions held, the sampling has been used. The data collected in this study to determine the validity of narrative symbols or formal university professors and experts in the field of management were used. A straight with the reliability of the questionnaire of 0.821 for fundamental transformation questionnaire and 0.812 to inventory management methods has been obtained. Kolmogorov-Smirnov test data to test the goodness distribution is used. Also, in order to test hypotheses based on the normal distribution of the Pearson correlation coefficient was used. The findings suggest that between fundamental developments and management practices in the management of education in the city of Mahabad there is a significant relationship. Pearson correlation coefficient between the two variables mentioned fundamental developments and management practices that almost no relationship to the value of 0.507 is very strong.

Keywords: Fundamental Transformation, Management Methods, Education and Nurture Management of Mahabad

Introduction

Organizations and offices in human society are a key element in the organization and management of the most important indicators of survival, dynamism and development or destroy them. Developments varied in science, technology, management and organizations from outside the traditional mode of change and organizational change management is a dynamic alternative to traditional management. Today,

organizations in addition to its traditional tasks and substantive, which is the ultimate organizational goals and the organization must be responsive to their external and internal criticism of society (Allameh, 2011).

Along with advances and dynamic management science, organizations must be informed of developments and innovations useful to the force. Today, in broad and general, organizations are faced with change while some of them for compatibility and harmony with these changes are not ready. So management organizations, as well as to the changing environment, adaptable and flexible, but also have the ability to diagnose problems and implement programs to meet organizational change. Because the organizations are not static and continuous external and internal factors are in conflict (Savnjrz, 2015).

Fundamental transition process in the country's administrative system, essential, time-consuming, slow and difficult. Btvrmslm, fulfillment or non-fulfillment of change in this sector, depends on the strategy or how to implement it. is a different matter. Compliance with these principles leads to the consistent nature of the application and implementation strategy that ultimately will allow the realization of the goal. they try to show their good performance and be more committed and loyal to their organization (Ramezani, 2012).

Over the years, economists and business associations, different management styles nurtured and developed. Management styles are a set of concepts and theories that affect the organization's work environment. Management styles with the change of leadership may change slightly, but remains constant basis. Each of these styles, covering intellectual ideas, but the foundation of all of profitability. Each of these styles to define different routes, but all of them have a good business destination and profitable. Management styles are also derived from different leadership styles and to follow developments managers for the organization rather large organizations, have been transformed (Lawrence, 2015).

Present world, the world has changed, and is changing .pytr Drucker says the first step for your Madsazy at present, is to forget .nmy yesterday to tomorrow, unless some sacrifice Yesterday we work yesterday .adamh means involvement of scarce resources and above all capable human resources in other activities that no results. Today's organizations must respond to the environment and the future, more Ntf of ideas to work faster and more capable fundamental change. These characteristics, measures of long-term labor needs in organizations.

The difficulties abound and tomorrow is unknown and requires the administrator and capabilities with high capacity. Yesterday the builders, not necessarily to the new target neglect of compliance, not tomorrow come with environmental changes may eventually destroys any organization. Today, Managers and in particular the Office of Public Affairs in a dynamic environment, full of ambiguity and change work.taking advantage of the approach to executive should beat the arena full of mystery and finally to achieve its destiny?

Material and Methods

The results of this research could lead to fundamental developments and the impacts of management practices governmental organizations (case study: Education and Nurture Management of Mahabad) above. So it can be considered research as applied research. Also according to the independent and dependent variables and examining their effects on the research, descriptive research method is survey. The study population consisted of all elementary school principals, school employees first and second secondary education is the city of Mahabad. According to a survey conducted this research population of 172 people. Selected individuals with education and work experience in organizations and schools have had. These people have the ability to answer the research questions and to evaluate the statements of their research. According to the results of the Cochran formula, the sample size was estimated 119 people. In order to survey and evaluate the research hypothesis, the researchers made fundamental transformation based on the document Fundamental Development of Education (December 2012) have been used. The questionnaire has 28 questions that are designed based on Likert scale of five options. The questionnaire

contains 25 questions about management practices and leadership style, relationship-oriented leadership style has 15 questions and 10 questions to measure the light-duty oriented managers (Moghimi, 2000), published in 1969, is the main source of it. The questionnaire was designed based on Likert scale of five options.

In this study is to analyze the data, descriptive and inferential statistics were used. Kolmogorov-Smirnov test data to test the goodness distribution is used. Also, in order to test hypotheses based on the normal distribution of the Pearson correlation coefficient was used.

Results

Kolmogorov - Smirnov Test

According to the Kolmogorov - Smirnov if the significance level for all independent and dependent variables larger than the surface of the test (0.05) is a normal distribution of data.

Table 1: Results Kolmogorov – Smirnov Test

Assumptions	Statistical hypothesis	error	k-s	sig	Conclusion
Fostering the educated	H ₀	0.05	1.229	0.097	normal
Strengthening Islamic education and traditions	H ₀	0.05	1.614	0.061	normal
Security and Justice	H ₀	0.05	1.226	0.099	normal
Establishment of effective and efficient system	H ₀	0.05	1.287	0.073	normal
Increased participation	H ₀	0.05	1.208	0.108	normal
Changes in financial and administrative system	H ₀	0.05	1.453	0.129	normal
Increasing efficiency	H ₀	0.05	1.229	0.097	normal
Prime educational opportunity	H ₀	0.05	1.614	0.061	normal
Autocratic style	H ₀	0.05	1.226	0.099	normal
Compassionate style	H ₀	0.05	1.287	0.073	normal
Consultative style	H ₀	0.05	1.208	0.0108	normal
Participatory style	H ₀	0.05	1.495	0.093	normal

Kolmogorov-Smirnov statistic given that in all cases the acceptable range (-1.96 to +1.96), with normal data, and since the level of significance (sig) in all cases the amount of errors (0.05) is greater than can be claimed that the results are not by accident and assuming normal distribution of data to accept H₀.

Testing Hypotheses

Testing Main Hypothesis

There is a significant relationship between turnarounds and improving education and nature management of Mahabad.

Table 2: Results of pearson Test

Type of Relationship	error	sig	Pearson correlation coefficient.	variables
Relatively weak and significant	0.05	0.000	0.507	Educational upbringing of marriage and improve

sig<0.05			management practices
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The results of Pearson correlation coefficient 0.507 test the hypothesis that a relatively weak relationship between variables shows Turnarounds and improved management practices. So the correlation is statistically significant, the chances of this correlation by chance is less than 0.001. In other words we can say that with confidence and the level of error less than 0.99 and 0.01 relationship between fundamental developments and improved management practices are related.

Table 3: Results of Secondary Hypothesis Testing

Type of Relationship	error	sig	Pearson correlation coefficient	variables
Relatively weak and significant sig<0.05	0.05	0.000	0.399	Educational upbringing of marriage and improving management practices
Relatively weak and significant sig<0.05	0.05	0.000	0.355	Strengthening education and Islamic culture and improving management practices
Relatively weak and significant sig<0.05	0.05	0.000	0.429	Security and justice and improving management practices
Relatively weak and significant sig<0.05	0.05	0.000	0.472	Effective and efficient establishment and improvement of management practices
Relatively weak and significant sig<0.05	0.05	0.000	0.421	Increasing participation and improving management practices
Relatively weak and significant sig<0.05	0.05	0.003	0.273	transformation of the financial system and improve the administrative and management practices
weak and significant sig<0.05	0.05	0.073	0.165	Increasing the efficiency of the system and improve management practices
Relatively weak and significant sig<0.05	0.05	0.000	0.430	Prime educational opportunity and improve management practices
strong and significant sig<0.05	0.05	0.000	0.534	Turnarounds and autocratic style
strong and significant sig<0.05	0.05	0.000	0.591	Turnarounds and compassionate style
strong and significant sig<0.05	0.05	0.000	0.619	Turnarounds and consultative style
strong and significant sig<0.05	0.05	0.000	0.561	Turnarounds and participatory style

Discussion and Conclusion

There is a meaningful relationship between fundamental developments and improving management practices of education Mahabad city. According to the results table, Pearson correlation coefficient 0.507 is a strong relationship between variables of fundamental transformation and improve the management methods of education shows the city of Mahabad. This is a significant correlation between the level at 0.001 or less, which shows that there is a significant linear relationship between these two variables, the positive correlation coefficient of correlation measures. So the correlation is statistically significant, the chances of this correlation by chance is less than 0.001.

There is a meaningful relationship between the educational upbringing of marriage and improving management practices of education of Mahabad. According to the results of tests 0.399 Pearson correlation coefficient is relatively weak relationship between variables educational upbringing of marriage and improving management practices. So the correlation is statistically significant, the chances of this correlation by chance is less than 0.001. In other words we can say that with confidence 0.99 and an error level of less than 0.01, there is a relationship between the students of these variables breeding and improving management practices.

There is a significant relationship the deepening of education and Islamic practices and improve management practices. According to the results of tests 0.355 Pearson correlation coefficient shows there is a relatively strong relationship between the variables that reflect the Islamic traditions training and improving management practices. So the correlation is statistically significant probability of achieving this correlation by chance is less than 0.001.

In other words, we can say that with confidence 0.99 and smaller than the error level 0.01 ponder the relationship between Islamic Vadab training and improved management practices are related. That is pondering Islamic Vadab higher education, we expect to improve management practices are higher and vice versa (In other words, as we ponder the Islamic Tradition and education, the improvement of management practices will be relatively strong high).

There is a significant relationship between suppliers and justice and improving management practices. According to the results of tests 0.429 Pearson correlation coefficient, is relatively weak relationship between suppliers and improved management practices show the extent of justice. So the correlation is statistically significant probability of achieving this correlation by chance is less than 0.001.

In other words, we can say that with confidence 0.99 and an error level of less than 0.01 between the variables of supply and justice and improving management practices are related. That is, providing greater justice and expansion, we expect to improve administrative procedures are higher and vice versa. In other words, the higher the supply and extent of Justice, the improvement of management practices will be relatively high.

There is a significant relationship between the establishment of effective and efficient, and improving management practices. Given that both normal variable are the Pearson correlation coefficient is used, according to the results of tests of Pearson correlation coefficient 0.472 show that relationship is relatively weak relationship between establishment of effective and efficient, and improving management practices. This is a significant correlation between the level at 0.001 or less, which shows that there is a significant linear relationship between these two variables, the positive correlation coefficient of correlation measures. So the correlation is statistically significant probability of achieving this correlation by chance is less than 0.001.

In other words, we can say that with confidence 0.99 and an error level of less than 0.01, there is a relationship between variables effective and efficient establishment and improvement of management practices. That is, the higher the establishment of effective and efficient, we expect to improve administrative procedures are higher and vice versa. In other words, the higher the establishment of effective and efficient, the improvement of management practices will be relatively high.

There is a significant relationship between the evolution of the financial system and improve the administrative and management practices. Given that both are normal variables we used Pearson

correlation coefficient, according to the results of tests 0.273 Pearson correlation coefficient is relatively weak relationship between variables change in the financial system and administrative and improve management practices is showing.

There is a significant relationship between increasing participation and improving management practices. This is a significant correlation between the level at 0.001 or less, which shows that there is a significant linear relationship between these two variables, the positive correlation coefficient of correlation measures. So the correlation is statistically significant, and the likelihood that this correlation by chance is less than 0.001. In other words we can say that with confidence 0.99 and an error level of less than 0.01 increase participation and improve management practices there is a relationship between variables. That is, increased participation is higher, we expect to improve administrative procedures are higher and vice versa. In other words, the higher the participation, the stronger will be high in proportion to the improvement of management practices. This is a significant correlation between the level at 0.001 or less, which shows that there is a significant linear relationship between these two variables, the positive correlation coefficient of correlation measures. So statistically significant correlation-the chances of this correlation by chance is less than 0.001.

That is, the higher the evolution of the financial and administrative system, we expect to improve administrative procedures are higher and vice versa. In other words, the higher the rate of change in the financial and administrative system, the improvement of management practices will be relatively high.

There is a significant relationship between increasing the efficiency of the system and improve management practices. This is a significant correlation between the level at 0.001 or less, which shows that there is a significant linear relationship between these two variables, the positive correlation coefficient of correlation measures. So the correlation is statistically significant probability of achieving this correlation by chance is less than 0.001. In other words we can say that with confidence 0.99 and an error level of less than 0.01 between variables in order to increase efficiency and improve management practices are related. That is, increasing the efficiency of the system is higher, we expect to improve administrative procedures are higher and vice versa. In other words, by increasing the efficiency of the system, the improvement of management practices will increase in proportion.

There is a significant relationship between prime educational opportunity and improve management practices. According to the results of tests 0.430 Pearson correlation coefficient, is relatively weak relationship between variables prime opportunity to show educational and improve management practices. This is a significant correlation between the level at 0.001 or less, which shows that there is a significant linear relationship between these two variables, the positive correlation coefficient of correlation measures. So the correlation is statistically significant, and the likelihood that this correlation by chance is less than 0.001.

In other words we can say that with confidence 0.99 and an error level of less than 0.01, there is a relationship between the variables of educational opportunity and improve management practices. That is, higher education is the first position, we expect to improve administrative procedures are higher and vice versa. In other words, by increasing educational opportunity, first, the improvement of management practices will be relatively high.

Turnarounds and autocratic style of management education in the city there is a significant relationship. According to the results of tests 0.534 Pearson correlation coefficient, there is a strong relationship between the variables Turnarounds and autocratic style of management education to the city. the chances of this correlation by chance is less than 0.001).

In other words we can say that with confidence 0.99 and an error level of less than 0.01, there is a relationship between variables Turnarounds and autocratic style of management education in Mahabad. That is, the higher the fundamental transformation, autocratic style of management is also expected to be higher and vice versa (In other words, the above fundamental transformation, the relatively strong autocratic style will be high).

There is a significant relationship between turnarounds and compassionate style of management education in the city of Mahabad,. According to the results table above, Pearson correlation coefficient is a strong relationship between the variables 0.591 Turnarounds and compassionate style of management education in the city of Mahabad. Achieving this correlation by chance is less than 0.001. In other words we can say that with confidence 99.0 and an error level of less than 0.01 between variables Turnarounds and compassionate style of management education in the city of Mahabad there. That is, the higher the fundamental transformation, we expect a sympathetic light in the management of higher education in the city of Mahabad is also high and vice versa .bbart other fundamental transformation, compassionate style of management to a strong ratio will be high.

There is a significant relationship turnarounds and consultative style of management education in the city of Mahabad,. According to the results table above, Pearson correlation coefficient is a strong relationship between the variables 0.619 Turnarounds and consultative style of management education in the city of Mahabad. This is a significant correlation between the level at 0.001 or less, which shows that there is a significant linear relationship between these two variables, the positive correlation coefficient of correlation measures. So the correlation is statistically significant probability of achieving this correlation by chance is less than 0.001.

In other words, we can say that with confidence 99.0 and an error level of less than 0.01, there is a relationship between variables Turnarounds and consultative style of management education in the city of Mahabad. That is, the higher the fundamental transformation, consultative style of management is also expected to be higher and vice versa. In other words, by increasing the fundamental transformation, the consultative style of management to a strong ratio will be high.

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