SURVEY THE RELATIONSHIP BETWEEN INDIVIDUAL AND GROUP GOALS AND ORGANIZATIONAL HEALTH ELEMENTS

*Morteza Kangavar Nazari
Department of Science in Business Administration, Azad University of Zanjan
*Author for Correspondence

ABSTRACT
The leading organizations in today's ever-changing and competitive world in order to achieve the ideals and organizational objectives and to fulfill their mission need align organizational and individual group goals. Process of align individual-group goals with organizational goals is very important and heavy task on the shoulders of senior managers of an organization. In this research according to the criteria of organizational health the relationship between the individual and group goals with organizational health factors and also relationship between these goals and organizational goals has been investigated. This research is descriptive – survey and all employees of the General Administration of Cultural Heritage, Handicrafts and Tourism of Zanjan are Statistical population of the research. The hypothesis of the research is about relationship between individual and group goals and organizational health on the alignment of organizational goals. The results showed there is a significant relationship among the individual-group goals and organizational health for align with organizational goals.

Keywords: Individual Goals, Group Goals, Organizational Goals, Organizational Health

INTRODUCTION
Today's organizations provide a variety of services and products needed by society, so life of today's human dependent on the organization and, progress and survival of society depends on the effective performance of their work. By this knowledge, human and his behavior affiliated and inseparable section of the organizations. Obviously today's human seeks to organization, evaluate the organization, effectiveness of the organization, organizational health, and aligning organizational and group goals (Niazi, 1389). The most important Manager’s task is directing organization facilities to achieve the goals designated. The amenities and facilities are evident in the forms of the material and human investment in the organization. Matter how Interest in the work and the workplace, belief to the organization's goals and values and paying attention to popular expectations deeper and more powerful, the commitments of individual, organizational and social arise. So a strong and successful manager can increase the level of responsibility and individual commitment, enhance the responsibility of the organization, develop spirit and the ability of responsiveness at all levels and most importantly, has an aligned and parallel view to these three objectives and tries for it (Menkins, 2011). When people work together by define specific areas, an organization formed. For the formation of an organization first people gather in one place informally. Then Codify and write results of the decisions to form an organization and form official organizations. When official organization was formed, individuals to meet their social needs within the organization, create informal organizations again. Management plans based on the hierarchy of organizational goals: organizational goal is a desirable state, which represents the final destination of organization. When organizational goals approved and announced officially, got legitimacy and popularity and channelize track the decision making (Scott, 2006). Organizational health is a concept that arise in order to reflect the effectiveness of an organization in different environments and to indicate an organization for make a change on some circumstances (Janice, 2002). Organizational health implies situation beyond the short-term effectiveness of the organization and refers to a set of relatively durable organizational characteristics. a healthy organization on this meaning not only remains stable in its environment but also could be compatible with its environment enough in the long term, make required skills to its survive continuously and expand them (Alaqeband, 1387). Previous researches have suggested several key indicators of organizational health creator, including : 1- Clarity of the role and availability 2-
Research Article

Reasonable operational requirements 3- Job control and authority range and decision-making 4- Social support of job, wisely rewards and fair treatment, Adequate wages, Satisfactory working hours, Occupational Safety, Organization environment safe, Healthy employment arrangements (Ansari et al., 1388). Organizational health more than anything else depends on human sources of Organization and to have favorable Efficiency and Effectiveness, sufficient attention should be paid to employees, because a Specialist and efficient at various levels, ranging from technical and administrative is essential factor in the development and continuous improvement of the organization and its survival. One of the main models of organizational health survey, is the model proposed by Hevi and Feldman (1987), which consist of institutional integrity, influence of Manager, Considerateness, structuring, resource support, science emphasize and morale (J, 2000). In this regard, have a healthy and dynamic organizations are necessary for the development and growth of any society. So the condition of synchronizing and coordinating the organization or system is having necessary and sufficient features of a healthy Organization. One of these organizations is cultural heritage, handicrafts and tourism organization, since each goals of the individual, organizational and group plays an important role in guiding behavior so coordinating them will be very important. So the important task and responsibility of the manager is to meet personal target of individuals reasonably, in order to mission and goals of the Organization use maximum ability of staff, production capacity or services delivery and tries for the welfare of society and participation in solving the public problems by society and moral commitments. By Considering to new approached changes of cultural heritage, handicrafts and tourism of zanjan in the development of human resources, one of the discussed strategies in the organization is align team and individual goals with organizational goals and organizational health and also development of this. Therefore researchers intend to determine this with respect to the desired results the human resources strategy plan and perform widely in the organization. So present research sought to answer the question of is there significant relationship between aligning any individual and team goals, and, organizational goals and organizational health?

Literature

In today’s accelerated world, all organizations have to change in a row and sometimes very fundamental changes in the form of objectives and programs to survive and maintain their competitive position minimally.

In the meantime important thing is leading the track of goals for the benefit of organization by correct managing. In this context, one of the most important sectors that need to understand the goals and align with policies of the organization is the staff of organization. To this end, senior managers should pave the way for the employees of the organization by providing preliminaries of changes through recognition criteria of implementation the changes, Select the appropriate style of leadership and begin the planning from the high levels of the organization (namely managers their self's) _ and by making strategies meaningful for staff _ by bolding successes, visualize the world after gain the goals, and use examples and templates _ Also by involving all the population in the aims of organization, And by directing and enhancing through the use of a strong coalition leadership team, Changing in organizational culture and symbolic actions, And by determine the causes and ways of dealing with resistance of changing's finally (Abbaszadeh, 1369).

Hoy & Wool folk in a study entitled “Assessment of the relationship between the performance of teachers and school organizational health” had been studied the relationship between the two dimensions of teacher performance (individual and group) aspects of a healthy school environment (Institutional integrity, influence of manager, consideration, structuring, supported by the resources, morale, science emphasize). The results indicates there is a very strong relationship between atmosphere of a healthy school with a strong emphasize on scientific aspects and exist of weighty manager, and, individual and group performance of teachers.

Patel (1996) researched to examine the relationship between organizational health and organizational commitment among industrial employees. The results of his research revealed a positive and significant relationship between organizational health and organizational commitment. In addition, 50 skilled employees who think, their organization have organizational health was more committed in compare of
normal workers or employees. Bernstein (2013) in his study entitled "align the goals and the coalition of individuals and groups" indicates: If staff and members of the organization understand the situation and conditions that the organization towards achieving its goals is vulnerable and also survival of the organization may be porous each moment and in addition employees understand that outside of their organization Academic Position will not be good for them. Therefore this issue can also be considered that the existence of a threat to the organization. But management can also use it as an opportunity to improve and stimulate and excite staff and the organizational components. And take effective steps to regard cohesion and coalition of members and components and align with organizational goals. Finally, Farndal (2013) in a study titled balancing individual and organizational goals in a management global talent of mutual vision, interest, states: Individual and organizational objectives will be institutional balance in global talent management. Data results of preliminary studies in multinational corporations show the balance of these concepts.

Allen et al., (2014) in their research in the field aligning goals of organizations points out that the most fundamental characteristic assumption on the attitude of official control is that human behavior is occur on the basis of self-interest and this promotes the concept of distrust management unbelievably. It is clear behavior based on self-interest, did not raise the trust, but increases control and enhance relationships and formal agreements.

Amos and Dochon (2014) in their research about aligning goals proposed High official of control systems can lead to increase the distrust and lack of align in the following conditions:
- If the systems of management control do their tasks bad and inappropriately
- Concept of consensus and homogeneity undermine the values.
- show an affront
- threatens the concept of competence, ability and professional independence.
- exacerbate ethical disregarding and insulting professional pride.

In Iran, Seyedjavadin (1388) in research titled ‘the partly align of individual and organizational goals’ states: due to the partly alignment of individual and organizational goals requires this fact to be considered. That sometimes various reasons caused the collision and conflict, individual objectives and goals of the organization. These two can sometimes conflict, so one of the major problems that management faces is finding tools to make concessions. In this context, all the factors affecting on align individual and organizational goals in seven indicators, have been proposed: Management based on the value, spirituality in the workplace, transparency, incentive pay system, monitoring and control, environmental uncertainty and participative management. The results showed that all the factors mentioned in partly align individual and organizational goals are considerable importance and significant relationship between them is straightforward.

Shariatmadari (1388) on a research examined the relationship between organizational health and effectiveness of school managers of education managements in Tehran. The results showed there is a significant positive relationship among all aspects of organizational health (giving construction, Considerateness, resources support, morale, scientific emphasizing and institutional unity) and organizational effectiveness. If school managers try to apply methods of creating organizational health, the effectiveness of schools in all dimensions will improve.

Babai (1391) in a research titled ‘contributing factors in alignment between individual goals and organizational goals’ states that to have a successful organization goals and methods of components must be considered. Otherwise, the organization may be faced a lot of challenges and obstacles and lower performance. Main goal of this study was examine contributing factors in alignment between individual and organizational goals in West Azerbaijan Customs. The results showed significant correlation between spiritual concerns in the workplace and transparency in the workplace on the other hand alignment between individual and organizational goals. In addition, the relationship between monitoring and control aspects and practice of collective management, on the other hand the alignment between individual and organizational goals achieved.
Research Article

Honari and Ramazani (1392) in their research titled 'investigate the relationship between organizational health and effectiveness of the Faculty of Physical Education and Sport Sciences, of Tehran University' got these results: Organizational health can greatly affect the effectiveness of the Faculties and there is a significant positive relationship between organizational health and effectiveness of the organization.

Research Hypotheses

According to theoretical principles mentioned abroad and studying previous research inside the country, statistical hypothesis of the research was formulated as follows:

**The Main Hypothesis**
1) There is significant relationship between alignment of individual goals and organizational goals.
2) There is significant relationship between alignment of individual goals and organizational health.
3) There is significant relationship between alignment of group goals and organizational goals.
4) There is significant relationship between alignment of group goals and organizational health.

**Subsidiary Hypothesis**
1) There is significant relationship between individual goals and succulent work environment.
2) There is significant relationship between individual goals and inspiring Staff.
3) There is significant relationship between individual goals and Comprehensive leadership.
4) There is significant relationship between individual goals and positive culture.
5) There is significant relationship between individual goals and Sustainable success.
6) There is significant relationship between group goals and succulent work environment.
7) There is significant relationship between group goals and inspiring Staff.
8) There is significant relationship between group goals and Comprehensive leadership.
9) There is significant relationship between group goals and positive culture.
10) There is significant relationship between group goals and Sustainable success.

MATERIALS AND METHODS

**Research Methodology**

The purpose of this research is investigating the relationship between individual and group goals with organizational health of the Cultural Heritage, Handicrafts and Tourism of Zanjan by the theoretical and empirical evidence. This research in terms of objective, in the category of applied research and in terms of collecting information, the way is descriptive – survey. Statistical population in this research, all employees of the General Administration Cultural Heritage, Handicrafts and tourism of Zanjan and their number is 148. And among them 120 people were selected randomly (by using a table of random numbers) for sample and Questionnaires was at their disposal. Data analysis by using descriptive statistics such as gender, education and age group of respondents. Due to the frequency percentage and inferential statistics such as data normality test and to confirm or deny the hypothesis of the research Pearson's correlation coefficient was used.

**Data Collection Tools, the Stability and Justifiability**

In this research to provide theoretical basis and research literature library method was used and the main tool to collect data to test hypotheses is questionnaire. In this regard 27 question Likert spectrum was 5, asked respondents to respond the raised issue. In order to assess the Stability of the questionnaire, the Cranach's alpha method was used. Accordingly, using data obtained from the questionnaires, the alpha was calculated equal 0.84 and since this amount is greater than 0.7, so questionnaire is stable. In order to assess the justifiability of the questionnaire, evaluate content validity method had been used in accordance with previous research (Seyed and Poroly, 1388). For this purpose, after approval by the relevant teachers, forward to see a number of statistical and experts vague and insufficient tips relief and reform.

RESULTS AND DISCUSSION

**Research Findings**

*Descriptive Statistics*: Information on descriptive statistics of respondents to the questionnaire indicates that the gender of the respondents of the 120 cases, 27% was women and 72%f was men and 1% did not
specify their gender. Descriptive analysis of respondents level of education shows that 13% of them was Master, 27% licensee, 14% Associate Degree, 45% diploma and 9% Under Diploma. Descriptive analysis of respondents age group shows that 13 percent in the 20 to 30 years age group, 62 percent in the age group 31 to 40 years, 19 percent in the age group 41 to 50 years and 8 percent in the age group 50 years and older. The descriptive statistics employment type of respondents indicate that 15 percent of official, 13 percent treaty, 63 percent certain employment contracts and 9 percent are temporary workers.

Diagram 1: Frequency percentage of gender

Test Data Normalcy
One of the main assumptions of linear regression is normalcy of data research. In the present research to test data normality Kolmogorof-Smirnoff test was used in 0.95 level of confidence. Table No (1) show surveying normality distribution of research variables.

<table>
<thead>
<tr>
<th>Variable name</th>
<th>Kolmogorof-Smirnoff test results</th>
<th>Sample size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual goals</td>
<td>0/87 1/673</td>
<td>120</td>
</tr>
<tr>
<td>Group goals</td>
<td>0/086 1/532</td>
<td>120</td>
</tr>
<tr>
<td>Organizational goals</td>
<td>0/081 1/802</td>
<td>120</td>
</tr>
<tr>
<td>Organizational health</td>
<td>0/088 1/660</td>
<td>120</td>
</tr>
<tr>
<td>inspiring Staff</td>
<td>0/073 1/715</td>
<td>120</td>
</tr>
<tr>
<td>Succulent work environment</td>
<td>0/085 1/532</td>
<td>120</td>
</tr>
<tr>
<td>Comprehensive leadership</td>
<td>0/074 1/484</td>
<td>120</td>
</tr>
<tr>
<td>positive culture</td>
<td>10/076 1/967</td>
<td>120</td>
</tr>
<tr>
<td>Sustainable success</td>
<td>0/075 1/311</td>
<td>120</td>
</tr>
</tbody>
</table>
The Results of the Research Hypothesis Test

Significant test of the regression model of research: In addition to the classic hypothesis testing of linear regression, for the significance of whole regression which is the default key for using regression, F test is used.

Table 2: Coefficients and estimation of the research hypothesis test

<table>
<thead>
<tr>
<th>Result</th>
<th>Single-sample t Test error level</th>
<th>The significance level</th>
<th>Pearson correlation coefficient</th>
<th>Statistical indices</th>
</tr>
</thead>
<tbody>
<tr>
<td>The hypothesis accepted</td>
<td>0/05</td>
<td>0/00</td>
<td>0/003</td>
<td>0/623</td>
</tr>
<tr>
<td>There is significant relationship between alignment of individual goals and organizational goals.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The hypothesis rejected</td>
<td>0/05</td>
<td>0/62</td>
<td>0/073</td>
<td>0/118</td>
</tr>
<tr>
<td>The hypothesis accepted</td>
<td>0/05</td>
<td>0/00</td>
<td>0/003</td>
<td>0/623</td>
</tr>
<tr>
<td>The hypothesis accepted</td>
<td>0/05</td>
<td>0/00</td>
<td>0/002</td>
<td>0/451</td>
</tr>
<tr>
<td>The hypothesis accepted</td>
<td>0/05</td>
<td>0/00</td>
<td>0/004</td>
<td>0/529</td>
</tr>
<tr>
<td>The hypothesis accepted</td>
<td>0/05</td>
<td>0/00</td>
<td>0/000</td>
<td>0/709</td>
</tr>
<tr>
<td>The hypothesis accepted</td>
<td>0/05</td>
<td>0/07</td>
<td>0/073</td>
<td>0/237</td>
</tr>
<tr>
<td>The hypothesis rejected</td>
<td>0/05</td>
<td>0/00</td>
<td>0/005</td>
<td>0/519</td>
</tr>
<tr>
<td>The hypothesis accepted</td>
<td>0/05</td>
<td>0/00</td>
<td>0/00</td>
<td>0/662</td>
</tr>
<tr>
<td>The hypothesis accepted</td>
<td>0/05</td>
<td>0/00</td>
<td>0/001</td>
<td>0/611</td>
</tr>
<tr>
<td>The hypothesis accepted</td>
<td>0/05</td>
<td>0/002</td>
<td>0/002</td>
<td>0/512</td>
</tr>
<tr>
<td>The hypothesis rejected</td>
<td>0/05</td>
<td>0/53</td>
<td>0/063</td>
<td>0/201</td>
</tr>
<tr>
<td>The hypothesis accepted</td>
<td>0/05</td>
<td>0/00</td>
<td>0/001</td>
<td>0/623</td>
</tr>
<tr>
<td>The hypothesis rejected</td>
<td>0/05</td>
<td>0/07</td>
<td>0/082</td>
<td>0/341</td>
</tr>
<tr>
<td>There is significant relationship between group goals and succulent work environment.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The hypothesis accepted</td>
<td>0/05</td>
<td>0/00</td>
<td>0/001</td>
<td>0/623</td>
</tr>
<tr>
<td>The hypothesis rejected</td>
<td>0/05</td>
<td>0/00</td>
<td>0/001</td>
<td>0/623</td>
</tr>
<tr>
<td>There is significant relationship between group goals and Sustainable success.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
According to the results obtained showed that that amount of F statistic risk is 0.00 and this is less than 0.05 level of error and represents a significant of the regression model of research and Indicate the model is significant at level of 99% confidence. In this regard, the coefficient of determination adjusted regression model indicates the relevance of independent variables and the dependent variable. According to the results, the adjusted coefficient of determination is equal to 0.066. This indicates that changes in the dependent variable by independent variables included in the regression model are well described. 66 percent of dependent variable changes able to explain by the independent variables of research desirably.

**Independence Test Results (Survey their Lack of Solidarity)**

In order to evaluate Independence of observations and the lack of correlation between the explanatory variables Durbin - Watson statistic were used. The results show the value of Durbin Watson statistic is 2.21 and values between 5.1 to 2.5 as the default pattern is an indication of the partly independence of research variables. Also this value is between high level and difference of that from 4 (see Durbin - Watson table) that shows there is no autocorrelation problem between remains. After classical regression analysis in order to test hypotheses and determine the relationship between dependent and independent variables, Pearson's correlation coefficient was used, reported in Table (2).

**The First Main Hypothesis Test Results**

There is significant relationship between alignment of  individual goals and organizational goals. To verify importance of individual goals alignment, for organization one-sample t-test was used in 0.05 error level. Obtained results of these tests in table (2) Shows the significant level of 0.00 was obtained, which is less than 0.05 error level. Thus align individual goals with organizational goals is very important. Also to test the correlation between variables of research Pearson correlation test was used.

The first hypothesis test results show that The value of correlation coefficient equal to 0.623 and significant level is 0.003 and it is less than 0.05 error level and confirms first hypotheses of research. In other words, there is significant relationship between alignment of individual goals and organizational goals. On the other hand, because of the significant coefficient between these two variables is positive (α = 0.623), so there is a direct relationship between align individual goals and organizational goals.

**The Second Main Hypothesis Test Results**

There is significant relationship between alignment of individual goals and organizational health

The second hypothesis test results show a significant level obtained from the t-test is 0.62 and Pearson correlation coefficient is 0.118 and achieved a significant level is equal to 0.073 and that is more than 0.05 level errors. So second hypothesis of research is rejected. In other words, there is no significant relationship between alignment of individual goals and organizational health.

**The Third Main Hypothesis Test Results**

There is significant relationship between alignment of group goals and organizational goals.

According to the results presented in Table (2) it is observed. That results of third hypothesis test shows the level of significance from the t-test is 0.00 and Pearson correlation coefficient between the variables included in the third hypothesis is 0.623 and achieved a significant level is 0.003 and this is less than 0.05 error level. So third hypothesis of research is accepted. In other words, there is direct and significant relationship between alignment of group goals and organizational goals.

**The Forth Main Hypothesis Test Results**

There is significant relationship between alignment of group goals and organizational health.

By using the results of the one-sample t-test (p=0.00) determined align the group goals is important for organizational health. Also Pearson correlation coefficient was used to evaluate the correlation. The results show correlation coefficient equal to 0.451 and significant level achieved is equal to 0.002 and that is significant on the 0.05 error level. So forth hypothesis of research is accepted. In other words, there is direct and significant relationship between alignment of group goals and organizational health.

**Subsidiary Hypotheses Test Results**

The first sub-hypothesis test results: significance level obtained from T test is 0.00 and a significance level of the Pearson correlation coefficient is equal to 0.004 (p <α). So the first sub-hypothesis is accepted.

© Copyright 2014 | Centre for Info Bio Technology (CIBTech)
Research Article

The second sub-hypothesis test results: significance level obtained from T test is 0.003 and a significance level of the Pearson correlation coefficient is equal to 0.00 (p < α). So the second sub-hypothesis is accepted.

The third sub-hypothesis test results: significance level obtained from T test is 0.07 and a significance level of the Pearson correlation coefficient is equal to 0.073 (p > α). So the third sub-hypothesis is rejected.

The forth sub-hypothesis test results: significance level obtained from T test is 0.00 and a significance level of the Pearson correlation coefficient is equal to 0.005 (p < α). So the forth sub-hypothesis is accepted.

The fifth sub-hypothesis test results: significance level obtained from T test is 0.00 and a significance level of the Pearson correlation coefficient is equal to 0.00 (p < α). So the fifth sub-hypothesis is accepted.

The sixth sub-hypothesis test results: significance level obtained from T test is 0.00 and a significance level of the Pearson correlation coefficient is equal to 0.001 (p < α). So the sixth sub-hypothesis is accepted.

The seventh sub-hypothesis test results: significance level obtained from T test is 0.002 and a significance level of the Pearson correlation coefficient is equal to 0.002 (p < α). So the seventh sub-hypothesis is accepted.

The Eighth sub-hypothesis test results: significance level obtained from T test is 0.53 and a significance level of the Pearson correlation coefficient is equal to 0.063 (p > α). So the eight sub-hypothesis is rejected.

The ninth sub-hypothesis test results: significance level obtained from T test is 0.00 and a significance level of the Pearson correlation coefficient is equal to 0.001 (p < α). So the ninth sub-hypothesis is accepted.

The tenth sub-hypothesis test results: significance level obtained from T test is 0.07 and a significance level of the Pearson correlation coefficient is equal to 0.082 (p > α). So the tenth sub-hypothesis is rejected.

Conclusion

In this research it was found that there is significant relationship between individual goals and organizational goals. Well as the objectives of the group also has an impact on organizational goals. In earlier research (Bozorgi, 1389), this connection has been proven. In this research 120 personnel of the General Administration of Cultural Heritage, Handicrafts and tourism were analyzed, the survey instrument was a questionnaire consisting of 27 questions and Cranach's alpha test results showed the its Stability. In this research there is significant relationship between group goals and organizational health. In Siobhan's research (1390) the relationship between organizational health and team goals had been Proposed and proven. The relationship between individual goals and organizational health has not been observed. Succulent environment can impact on individual goals. To prove the relationship obtained in this research study indicate that organizational health increases organizational commitment and this commitment leads to reach the goals and progress in organization strategies (Sobhan, 1390) Positive culture and an inspiring staff are the factors has shown a significant correlation with group goals in the research.

Culture making in the organization and development of human resources and industrial psychology in organizations could be an important strategy to coordinate the group goals and objectives development for the organizational goals. In this study, a comprehensive leadership about the relationship between individual and group goals not been proven and it could be because the nature of the goals and the charismatic characters cannot helped to advance and align the goals, But this alignment should propose as an organizational movement (By creating a culture and terms of working environment and human resource development). Individual goals related to sustainable success more than group goals

It can be concluded everyone should have goals accordance with the organization's goals to gain a real success not a bubble nest success. Only relying on group goals can cause dissatisfaction of some employees.
Research Article

Research Proposals

After a scientific research, if research is conducted in a systematic and scholarly process, the researcher can also comment on the findings and results of research and express his solution and proposals to improve and develop future studies.

- Management and leadership individual goals and integrate them through analyze and improve meetings and adjust these objectives towards organizational goals.
- Encouraging and strengthening teamwork to make the necessary changes not only for the physical and mental health but also to enhance organizational creativity.
- Create a vivacious and vibrant work environment in the light of unity and empathy to improve the professional, social and family lifestyle of all employees continuously.
- Provide the foundation for strategic decision-makings for the spirit of organization.
- Involving staff with objectives such as the implementation of Hushing Connery can be effective.
- Provide the foundation for strategic decision-makings for the spirit of organization.
- Promote a culture of teamwork.
- Training human basic skills such as: Basic communication skills/ Problem solving and decision making/ Creative Thinking/ Critical thinking/ Systematic and Comprehensive thinking/ Conflict management and dispute solving.

REFERENCES


Ansari et al., (2009). The relationship between organizational health and positive attitude of the employees in the offices of the tax affairs of the province. 
Journal of Taxes, new era (6).

Journal of Management Inquiry 9(2) 134.

Allen TD, Fredman DM and Rentz JO (2014). Survivor reactions to downsizing: does time ease the pain?. 
British Journal of Occupational and Organizational Psychology 74 145–164.

Babai (2012). Factors affecting the alignment between individual goals and organizational goals.


Financial and Analysts Journal 25(2).


Henri and Ramazani (2013). Relationship between organizational health and effectiveness of the Faculty of Physical Education and Sport Sciences State University of Tehran.

Journal of Research and Development in Education.

Supervision Journal, Cited in reference 3-5.

Harvard Business Review, Reprint Ro507E.

Niyazi M and Yazdekhashi A (2010). Organizational Health with an Emphasis on Health, Schools, 
printing (speakers publication) Tehran.

employees. Saurashtra University, Rajkot, JIAAP.

Scott WR and Davis GF (2006). Organizations and organizing, Rational, Natural, and open system 
perspectives. Stanford University and university of Mg Janice Michigan.

Seyedjvadyn (2009). Relative align individual and organizational goals, organizational culture and 
management of the seventh of September.

Shariatmadari M (2009). The relationship between organizational health and effectiveness of 
management education school principals in Tehran.