

## How does Education Management Influence the Organizational Health of the Personnel of Mobin Petrochimie Company?

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### ABSTRACT

The present study aimed to evaluate the effects of education management on the health of the personnel of Mobin Petrochimie Company (MP Co.). The statistical population included all the personnel of MP Co. that amounted to 710 people. The statistical samples that amounted to 290 people were randomly drawn up from this population according to Morgan's Table. Standard questionnaires of the education management and organizational health were employed to acquire the data. The Internal Parallelism coefficients (Crown Bach's  $\alpha$ ) of the questions for the questionnaires of the education management and for the questionnaires of the organizational health were 0.89 and 0.91, respectively, which perpetuity were confirmed in the results. The statistical experts also confirmed their justifiability. Eventually, 290 people filled out the questionnaires which were then statistically analyzed using the Standard Deviation, the Variance Analysis, and the T-test methods. According to the acquired data, the organizational health of the personnel of MP Co. showed optimum value; also, the administrative level held the highest mean score (3.82) amongst the different levels of the organizational health variables. Furthermore, amongst the different sizes of the organizational health, the formal level from the administrative level with the mean score of 4.15, and the size of scientific underscore and innovation with the mean score of 3.19 occupied the highest and the lowest sizes, respectively.

**KEYWORDS:** education management, organizational health, personnel, security, workmanship

### INTRODUCTION

The «organizational safety» is of the most inevitable and the most communicative indicators of the «organizational productivity». The principle behind advancement towards organizational growth, progress, and evolution is the improvement of the work processes, the fastidious recognition of the present conditions, the proper assessment of the strong and weak points, and eventually the planning of weighty programs to refine the current conditions. On the other hand, adopting proper managerial strategies in the organization depends on the cognizance of the personnel that is influenced by their personal traits (Turban, 2004). The MP Co. in Assaluyeh is no exception to this rule. The norm of «health» indicates the absence of illness or deformity in an organization. The absence of the illness does not basically mean that the organization performance is optimum; the organization may appear healthy while it is unable to carry out its duties. Consequently, in the realms of medicine and psychopathology, the concept of the ideal health or the positive health is taken in to account. The organizational health enables us to get a better view of the health of the organization. A healthy organization is a place where the individuals who want to be serviceable and operative are going to attend to and work. The organizational health provides another framework to conceptualize the general atmosphere in the organization. Basically, a healthy organization atmosphere that is supportive causes more individual trust and mentality; this, in turn, leads in more proficiency of the personnel that is regarded as an important factor of higher efficiency of the organization. The organizational health was introduced by Schulze (2006). While he suggested a plan to evaluate the health of organizations, he claimed that the organization dose constantly not remain healthy. He states that «the organizational health refers to the perpetuity and the survival of the organization in its environment and showing compatibility to this environment, while adopting and expanding its abilities to make further agreement». «In healthy organizations, the personnel are loyal, dutiful, and operative; also, they are of high mentality and have great performances». «In a healthy organization the personnel attend the workplace eagerly and are proud of working there» (Aslan khani, 2003).

«In fact, the health of the organization with respect to observing physical, mental, safety, and workmanlike considerations, while admitting the valor of sagacity, proficiency, and the character of the benefitted, and expanding their capabilities and taking the orders from the super systems, all play significant roles in the elevated efficiency of behaviors in every system.»

Polanyi (2008) quoting Kate Davis introduces the healthy organization as an «organization in which the personnel may feel that they are operative and serviceable and also they feel a sense of personal growth and nurture.» Polanyi also claims that Laden and Klingel hold an opinion that the organizational health is a rather new concept believing that it not only includes the ability of the organization to carry out its duties; rather it also includes the ability of the organization to achieve growth and improvement. In the healthy organizations, the proctors find the personnel undertaker, dutiful, and highly-spirited with open liaison channels and highly-successful.» Namely, «the characteristics of healthy working

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environments according to the recent studies on work and health are: 1) the clarity of the roles and the ease of their accessibility 2) sensible work requirements 3) job control and the justified authority in making decisions 4) social protect in the job environment 5) fair testimonial and candid treatment 6) adequate payments 7) satisfactory working hours 8) job security 9) the organizational atmosphere 9) sound conditions of recruitment .

The importance of the managerial roles as the main factors of creating and improving the health level in the organizations and successful confrontation with meeting the needs, and fulfilling the opportunities and eliminating the inner and outer organizational threats, is directly affected by adopting their leadership styles. The leadership is an old debate which has challenged the minds of the researchers and people in every society. Although, different factors such as culture, history, experience, leadership penchant, the capacity of recognizing and evaluating priorities and expectations influence the leadership styles (Korkmaz, 2007).

Representing the pertinence style of leadership, Fiddler defines the optimality of a style in terms of the extent the leader influences his/her group. According to this concept, he introduces the pertinence style of leadership (Hersey & Blanchard; quoted from Alagheh Band, 2001). Obviously, selecting the appropriate education management can significantly influence the establishment of the organizational health factors in the triple levels of instructional, administrative and technical dimensions; and also, the heptad dimensions of the organizational health considered in this study. Evaluating the extent of organizational health of MP Co. in Assaluyeh, this researcher aims to study the relationship between the organizational health and the education management of the directors and also to identify the status of organizational health in MP Co. It is also tried to seek out if there is any relationship between the organizational health and the education management of the directors.

### **Objectives of the Study**

Main objective: to determine the effect of education management in MP Co. on the organizational health of the personnel

#### **Major objectives:**

- 1- To determine the effects of externalization the education management on the organizational health of the personnel in MP Co.
- 2- To determine the effects of accumulation of the education management on the organizational health of the personnel in MP Co.
- 3- To determine the effects of internalization of the education management on the organizational health of the personnel in MP Co.
- 4- To determine the effects of socialization of the education management on the organizational health of the personnel in MP Co.

### **Hypotheses of the study**

**Main hypothesis:** the education management influences the organizational health of the personnel in MP Co.

#### **Major hypotheses:**

- 1- The externalization of the education management influences the organizational health of the personnel in MP Co.
- 2- The accumulation of education influences the organizational health of the personnel in MPP Co.
- 3- The internalization of the education management influences the organizational health of the personnel in MP Co.
- 4- The socialization of the education management influences the organizational health of the personnel in MP Co.

### **The Study Procedure**

The present study is statistically an objective review because it uses samples to generalize the results to a population; also, it is descriptive because it studies what there is; and, because the results from this study can be successfully applied to use the education management to improve the organizational health of the personnel in different organizations, it is an applied study.

### **The Population and the Samples**

The population in this study includes all the real or desired members to whom we are inclined to generalize the study results to (Delavari, 2006). The investigated population in this study includes all the personnel in MP Co. that exceed 710 people according to the last statistics. To determine the sample body, the Morgan's Table was applied in which the selected samples from the population were 254 people. To reinforce the accuracy of the results, and because there was the possibility of incomplete answered questionnaires and the consequent possible decrease in the number of the testers, the final sample of the personnel considering 15 percent more equaled 290 people. The sample selection was randomly ordered on the zone of Assaluyeh. Overly, there were 284 completed questionnaires returned.

### **Perpetuity**

The Results of the Analysis of the Organizational Health Variable

Variable	Descriptor	Variable Perpetuity	Overall Perpetuity
Organizational Health	The requirements of the organization growth and development: innovation, independence, conformity with the environment, the capacity of solving the problems	0.91	0.91
	The requirements of the organization duties: concentration on the aims, optimum distribution of power, and the capacity of liaison	0.91	
	The requirements of the organization survival: the use of the resources, sense of unity and solidarity and mentality	0.91	

**Inspecting the Hypotheses of the Study**

**Main Hypothesis:** the education management influences the organizational health of the personnel in MP Co.

The mono-sample T-test results of the education management

Variable	T-test score	Standard Deviation	The Level of Significance	Standard Error	Result
The education Management	34.804	0.81	0.000	0.05	Validation of H1 Hypothesis

If the value of the level of significance is greater than the value of the standard error, our result will be the null hypothesis; and, if the value of the level of significance is smaller than the value of the standard error, our result will be hypothesis 1 (H1). Now, because the level of significance with the value of 0.000 is smaller than the standard error with the value of 0.05, our result will be H1, that is, there is a significant difference between the available education management and the organizational health of the personnel.

**Major hypotheses:**

**Hypothesis1:** externalization of the education management influences the organizational health of the personnel in MP Co.

The mono-sample T-test results of the education management

Variable	T-test Score	Standard Deviation	The level of Significance	Standard Error	Result
The education Management	30.421	0.92	0.000	0.05	Validation of H1 Hypothesis

If the value of the level of significance is greater than the value of the standard error, our result will be the null hypothesis; and, if the value of the level of significance is smaller than the value of the standard error, our result will be the hypothesis 1 (H1). Now, because the level of significance with the value of 0.000 is smaller than the standard deviation with the value of 0.05, our result will be the hypothesis1 (H1), that is, there is a significant difference between the externalization of the education management and the organizational health of the personnel.

**Hypothesis2:** the accumulation of education influences the organizational health of the personnel in MP Co.

The mono-sample T-test results of the education management

Variable	T-test Score	Standard Deviation	The level of Significance	Standard Error	Result
The education Management	36.136	0.76	0.000	0.05	Validation of H1 Hypothesis

If the value of the level of significance is greater than the value of the standard error, our result will be the null hypothesis; and, if the value of the level of significance is smaller than the value of the standard error, our result will be the hypothesis 1(H!). of significance with the value of 0.000 is smaller than the standard error with the value of 0.05, our result will be the hypthesis1 (H1), that is, there is a significant difference between the accumulation of the available education management and the organizational health of the personnel.

**Hypothesis3:** The internalization of the education management influences the organizational health of the personnel in MP Co.

The mono-sample T-test results of the education management

Variable	T-test Score	Standard Deviation	The level of Significance	Standard Error	Result
The education Management	37.165	0.74	0.000	0.05	Validation of H1 Hypothesis

If the value of the level of significance is greater than the value of the standard error, our result will be the null hypothesis; and, if the value of the level of significance is smaller than the value of the standard error, our result will be the hypothesis 1(H1). Now, because the level of significance with the value of 0.000 is smaller than the standard error

with the value of 0.05, our result will be the hypothesis1 (H1), that is, there is a significant difference between the internalization of the education management and the organizational health of the personnel.

**Hypothesis4:** The socialization of the education management influences the organizational health of the personnel in MP Co.

The mono-sample T-test results of the education management

Variable	T-test Score	Standard Deviation	The level of Significance	Standard Error	Result
The education Management	33.843	0.75	0.000	0.05	Validation of H1 Hypothesis

If the value of the level of significance is greater than the value of the standard error, our result will be the null hypothesis; and , if the value of the level of significance is smaller than the value of the standard error, our result will be the hypothesis 1(H1). Now, because the level of significance with the value of 0.000 is smaller than the standard error with the value of 0.05, our result is hypothesis1 (H1), that is, there is a significant difference between the socialization of the available education management and the organizational health of the personnel.

## RESULTS

The results in this study indicated the following:

The variable of the education socialization was capable of predicting the variables of scientific emphasis, instructional observance, ordering and unification; the variable of the education accumulation was capable of predicting all the variables of organizational health; the variable of the education externalization was capable of predicting the scientific emphasis, protecting the resources, and the director's dominance; also, the internalization variable was capable of predicting the variable of mentality, ordering, protection of the resources and the director's dominance from the major categories of the organizational health. As a result, variables of the education management were sometimes positively, and at other times negatively related to some of the variables of the organizational health; while, sometimes there was no significant relationship.

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