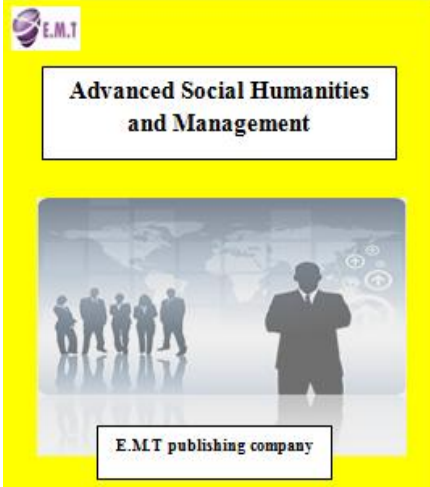


Relationship between organizational intelligence and job interest in the sport experts (case study: Youth and Sport Department of Chahrmahal& Bakhtiari province)

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Abstract:

Aim of this investigation was to study the effect of organizational intelligence on the job interest of the personnel of Youth and Sport Department. 214 subjects were chosen as sample volume in Morgan Sampling Method (MSA). Individual information questionnaire (IIQ), Karl Albrecht Organizational Intelligence Questionnaire (AOIQ) and Katongo Job Interest Questionnaire (KJIQ) were used for collecting the data. Pearson correlation coefficient showed that there is a meaningful and positive relationship between the organizational intelligence and job interest ($P < 0.050$). Results of t-student and one-way variance analysis showed that there isn't a meaningful difference in the perception of the organizational intelligence in respect of demographic variables (sex, service history and employment situation). There wasn't also a meaningful difference in the extent of job interest in respect of demographic variables (sex, service history, employment statute and educational level). Multi-variable regression analysis showed that the organizational intelligence is suitable for predicting the job interest.

Keywords:

Organizational intelligence, Organizational learning, Job interest

Introduction

Nearly stable past of the human being today has become a flow with rapid and ambiguous changes. Rapid and increasing changes in science and technology scopes have resulted to the traditional management not being able to respond the today complex requirements. Organizations are created for attaining the certain purpose and perform the continuous activities for attaining them. Every organization, of course, has its own characteristics including: almost stable limits, administrative hierarchy and efficient discipline, a relationship system and a motivational system, resulting in cooperation among the people for attaining the common purposes.

Karl Albrecht (2003) considers the success of an organizational conditional to having: 1-intelligent man, intelligent teams, and 3- intelligent organizations. He uses the "organizational intelligence" title for responding and preventing from group stupidity. In the organizational intelligence model, he presents a model which has seven dimensions including: strategic perspective, common fate, tendency toward the change, unity and agreement, mentality, knowledge application and performance pressure.

Intelligence is defined as ability to learning and applying something learned, consistent with the new conditions and solving the new problems, it is composed of series of talents with which we earn the knowledge, remember the knowledge and apply the constituent elements of the culture to solve the daily problems and become consistent with changing and stable environment. There are different views about the organizational intelligence which are explained briefly.

Some scholars study OI in the view of insight: recognition view (perspective), behavior perspective, and social-emotional perspectives are three categories of OI and the general purpose is to know how the combination of different thought doctrines can present a comprehensive understanding of OI in management and organization development literature. Organizational intelligence is a social process whose basic theories are based on absolute

individual intelligence assumptions until now have been ignored. Application of individual intelligence couldn't determine the social identity of OI.

Organizational intelligence is a source of future attaining it requires different thought, different management and different organization. When the intelligent subjects are employed in an organization, they will tend to collective stupidity. Generally, organizations harm themselves more than their rivals. Less proficiency in the implementation, administrative conflicts, political battles in all levels, organizational disorder, meaningless laws and procedures, etc. are among the obstacles of a successful trading and employing all the power of the brain for which the organization pay. People may be very intelligent and proficient for doing the great actions, but it is the brain imagination which results in great(huge) actions. Organization intelligence is defined as the capacity of a institution to employing all its brain power an concentration on the mission. Mathematically, OI is defined as:

Syntropy+ antropy _IQ sum =absolute intelligence.

In this formulation, synchrony is defined as increasing the brain powers of the people as a result of synergy.

Like values, attitudes are acquired in the primary years of the life from the parents or the member of the group(s) in which the person is interested. Person observes the manner of the behavior of his/her family or friends and conform his/her behavior to them. He/she also mimics the attitudes of the well-known people or the ones of the people he admires. Attitude is important in the organization, because can influence the behaviors of the person. Job interest is defined as the imagination of the person about his/her job and here he/she advocate his/her soul and body to the tasks. A person considers his/her job as the most important of his/her life and job satisfaction is resulted from performing the tasks. People who don't like their job are stranger to it and during the work in the organization, perform the other actions. Job interest results in improving the job performance and customer satisfaction, profit and productivity. For an employee, job interest is an inseparable part of his/her personality.

In the today rapid and challenging world, those are successful who have high intelligence. Taking the advantage of their gifted intelligence, they overcome their problems in the life. This is also true for the present world, specially because as the time progress, with regarding to increasing development of the science and emergence of new needs and challenges, organizations will become more complex and their management will also become more difficult. This concept will become more important when we accept that in addition to the intelligent creative and huge human sources, intelligent mechanical tools also play the role in the performance of the organizations. Then, in today complex organizations, organization intelligence is output of active human intelligence and artificial intelligence. Certainly, for improving the efficiency of their organizations, managers of the organizations don't have any alternative but employing one of these two intelligent flow. For this, organizational intelligence and job interest are the subject of the studies of the investigators.

Brown's search showed that there isn't any meaningful difference between the perception of job interest and some demographic variables (sex, educational level, service history, and employment statute).

Mir Hashem's investigation showed that there is a meaningful difference between the perception of job interest and some demographic variables, but there wasn't any meaningful difference between the perception of job interest and age. Uygur and Klik(2009) concluded that there isn't a meaningful relationship between job interest and demographic variables.

Marshal et al, concluded that there is a positive and meaningful relationship between the perception of job interest and some demographic variables. Lambert in a research concluded that there isn't any positive and meaningful relationship between the perception of job interest and some demographic variables (sex, educational level and service history).

Golparvar et al, in a study on the role of participation on the decision- making, organizational civil behavior, satisfaction with payment, tendency toward staying, service abandonment, job alternatives and job interest in the perceived organizational justice of exceptional school teacher of Isfahan found that there isn't any meaningful relationship between the distributional justice and civil behavior, but there is a positive relationship among the participation in decision-making, satisfaction with the payment, tendency toward staying, service abandonment, job alternatives, job interest and organizational confidence and a negative and meaningful one with service abandonment, and job alternatives. There was a positive and meaningful relationship between the procedural justice and the participation in decision-making, organizational civil behavior, satisfaction with the payment, tendency toward staying, organizational confidence, job interest and adherence to the job. But there was a negative and meaningful one with the service abandonment and job alternatives. There wasn't a meaningful relationship

between the interactional justice and job alternatives but there was a positive and meaningful one among the participation in decision-making, organizational civil behavior, satisfaction with the payment, tendency toward staying, organizational confidence, job interest and adherence. There was a positive and meaningful relationship between the procedural justice and participation in decision-making, organizational civil behavior, satisfaction with the payment, tendency toward staying, organizational confidence, job interest and adherence. But it had the negative and meaningful relationship with the service abandonment and job alternatives. Interactional justice didn't have any meaningful relationship with the job alternatives and had the negative and meaningful relationship with the participation in the decision-making, organizational civil behavior, satisfaction with the payment, tendency toward staying, organizational confidence, job interest and adherence.

A study entitled "study the organizational intelligence" has been done by Karl Albrecht in sep.2013 on the Australian managers whose theoretical framework had been designed by Karl himself. In this investigation, sample theories of Australian managers have been gathered about their collective intelligence. In this investigation, 200 managers and super managers were participated in two gathering in two different cities. Albrecht finally stated that Australian managers can attain better understanding of their organization by knowing their own organizational intelligence extent. Moreover, with regarding to the obtained interesting results, managers could have newer insight about their organization.

An investigation entitled "study the effects of the organizational intelligence on the investment on IT and organization utility has been done by Iravayji in 2006. In this study, importance of the application of informational systems has been emphasized. Organizational intelligence is the main objective of the study. In this study, 161 big and small economical, commercial and industrial companies of Japan completed the questionnaires. Results showed the meaningful relationship, so that the companies which have higher organizational intelligence, invest on IT more than the others and have more utility level.

An investigation entitled "relationship between organizational intelligence and development of organizational knowledge was done in Agricultural organization of Shiraz Payamenoor University in 2007. In this study, Albrecht organizational intelligence has been considered as a framework and the data about the organizational intelligence has been gathered through Albrecht questionnaire. The main assumption of this study was that there is a meaningful relationship between the organizational intelligence and knowledge management. Results imply the positive and meaningful relationship between the factors of the organizational intelligence and knowledge management.

With regarding to the mentioned issues, objectives of this study include:

- 1-Determine the organizational intelligence statute in Physical Education Organization.
- 2- Job interest statute in Expert Organization of Sport & Youth.
- 3- Perception of organizational intelligence and job interest of the expert of Organization of Sport& Youth of Ch&B province in term of some demographic variables (sex, educational level, service history and employment statute)
- 4- Determine the relationship between the organizational intelligence and job interest in the experts of Organization of Sport & Youth.

Methodology

This investigation is descriptive which has been done by using the questionnaire. Statistical society of the investigation is all experts of organization of sport & Youth of chahrmahal & Bakhtiari province. Based on the obtained information, number of the personnel of this organization who have expert posts is estimated as 114, after distributing the questionnaire among the experts and deleting all incomplete cases, 214 questionnaires were chosen for final analysis for gathering the required information, 3 questionnaires were used: Individual characteristic Questionnaire (ICQ), including the individual characteristics, was provided by the researcher based on the need to search about the information about the individual characteristics of controls. Job Interest Questionnaire (JIQ): this questionnaire was provided by Kananga and includes 10 questions and the scores are valued based on 5- value liker scale. Mir hashed tested the feasibility of the questionnaire through the factor analysis and showed that the questions have the acceptable feasibility for measuring the intended variable. Stability of the questionnaire was also obtained by α - kronbakh in the research by Rogers et al (2004) as 0.84, showing the acceptable validity of the

measuring tool. Organizational intelligence questionnaire was also used in the present study based on kart (A) bracket theory in 7 dimensions strategic vision, common fate, tendency toward the change, morality, unity and agreement, knowledge application and performance pressure- whose stability for job interest and organizational intelligence was 0.88 and 0.86, respectively.

Statistical methods

After gathering the information and extracting it for analyzing the data, descriptive and inferential statistics including Pearson coherence coefficient, t- student test, one way variance analysis test and multi- variable regression analysis were applied by using spss software version 16.

Results and findings

Table 1. Describing the demographic characteristics of investigation sample

Based on the information presented in table 2, the most organizational intelligence mean is related to strategic perspective and the least one is related to knowledge application organizational intelligence is less than measurement spectrum average 3 and shows lower organizational intelligence and job interest among the personnel of organization of S & Y. for studying the normalization of data distribute ion, kломogroph- smirnoph test was used. Results showed that all factors are for organizational intelligence and its dimensions. Then, it can be said that normal distribution is $p>0.05$ for this reason, parametric statistical methods were used for testing the assumptions and other statistical test steps.

Table 2. statistical characteristics and kломogroph – smirnogth test of investigation variables.

Inferential findings

For studying the relationship between the organizational intelligence and job interest, pearson coherence coefficient was used. Results presented in table 3 showed that there is a positive and meaningful relationship between the dimensions of organizational intelligence and job interest.

Table 3: coherence between organizational intelligence and job interest matrix

Results about demographic factors showed that education factor made a difference in the perception of organizational intelligence. ($df (f=213)=3.343, p<0.02/$). With regarding to the means presented in table 4 and took: follow – wp test, it was observed that organizational intelligence mean in the experts with diploma degree is less than those who have B.A degree. For studying the contribution of each predictive variables (organizational intelligence) on the criterion variable (job interest), multi- variable regression analysis was used as step – by- step. As is shown in table 5, in the first step of regression, organizational intelligence variable was entered Results about the slope of regression line related to

the “predictive” variable show that there is a relationship between the organizational intelligence and job interest (0.657).

table 4: statute of organizational intelligence mean and job interest in term of demographic characteristics

Table 5: prediction equation of job interest in respect of organizational intelligence

Discussion and conclusion

In the present study, mean (average) scores of experts of organization of S&Y for the organizational intelligence is less than measurement spectrum mean is 3. Results of this study are consistent with those done by Albrecht (2003) in Australia and lifter et al in Romania. In Australia, organizational intelligence of the studied society is less than the mean, but in Romania it has been estimated as medium or higher. Results showed that there isn't any meaningful relationship between the perception of job interest of the expert of the organization and some demographic variables. Mirhashem in a study occluded that is a meaningful relationship among some demographic variables which isn't consistent with the results of the persent study. He also didn't observe any meaningful difference between the perception of job interest and different educational levels, which is consistent with the results of the present study and the findings of Brown, Rombert, yuga and klik, but isn't consistent with the findings of marshal et al, with regarding to the obtained information, there is a positive and meaningful relationship between the dimensions of the organizational intelligence and job interest, in the other word, applying the proper organizational intelligence increases the job interest of the experts. The reason of the consistency may be the effect of the mentioned variables on each other, requiring more research. Then the above assumption is feasible.

In general, it is concluded that the dimensions of the organizational intelligence can increase the job interests of the experts. Multi- variable step- by- step regression also showed that the organizational intelligence can predict the job interest. Then, it is recommended to the managers of this organization to specially consider all factors of OI.

Proposals for managers and planners

With regarding to the relationship between the organizational intelligence and job interest in organization of S&Y, it is recommended to the managers to.

1. Provide the area for representation of job interest in the personnel through participating them in decision making and managing the organization 2. Consider the opinion of the personnel before deciding about their affair. 3. Treat politely with the personnel. The present study faced some limitations. They include: subject's Name hasn't been mentioned in the questionnaire, but some administrative considerations may influence the responses to the questions. Also, daily fatigue of the personnel and their moral statute has been out of the control of the researcher.

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