

Feasibility Establishment of Management System by Objective in Education Organization of Guilan

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Abstract: The purpose of this research is feasibility management system by objective (MBO) in education organization of Guilan. the study population included all permanent staff and contractual employee of education in Guilan in academic year 2008-2009 the number is 335 persons. The population sample size base on scientific principles according to Jersey and Morgan table were 181 persons, that using by stratified random sampling of the population selected from above, To evaluate research questions used a standard questionnaires which included 50 questions with a 5 option on the 5 dimensions (ability of staff, the actual control mechanisms, human resources efficiency, standard indices, roles and clear mission) in order to the feasibility establishment management system by objective and identification effective factor in the establishment of this system. For analyzing the result of descriptive statistics and inferential statistics (z test ratio) research results showed:

- The ability of staff in applying technique of management by objective, provide the possible establishment of management system by objective in education organization of Guilan.
- The actual control mechanism provide the possible establishment of management system by objective in education organization of Guilan.
- Enhance the efficiency of man power inventory provide the possible establishment of management system by objective in education organization of Guilan.
- The standard indices in organization provide the possible establishment of management system by objective in education organization of Guilan.

Key words: Feasibility • Management system by objective

INTRODUCTION

The most important fundamental question in this study is that what factors will enable the establishment of management system by objective in education organization of Guilan? Are there any factors and conditions to apply management system by objective education organization of Guilan or not? And do the using methods of management by objective can improve the participation rate of employees, efficiency and effectiveness of units of education organization of Guilan and its purpose?

Organization by objective is the issue of consultant of overall organizational in determining goals and achieves them. In order that optimal combination between

the individuals and organization targets and obtain good integration between individuals and organizational goals and organization by efforts of group try to reach its goal [1].

Organization by objective emphasize on participation in targets that could be touchable and measurable. This method is a means that instead of controlling the personnel by using of organizational goals irritate people and created motivation among them. In performing the management by objective separate the organization goal and assigned them to departments and bodies. Since low-level managers also participate in the determination of goals, the way of performance management is base on two-ways means that move from low to high or inverse and have four basic elements:

1. Determine the goal, 2. Participatory decision making and 3. Determine the time, 4. The feedback performance [2]. In organizations if managers move toward goals and identified the destination then organizations can approach to their individuals and organizational goals provided that all employees need such as management unit and non-management staff indeed, consistent with the manufacturing organization [3].

Nevertheless the education organization of Guilan works base on ministry of education goals and activity of staff and management are engaged on the specified targets involve with administrative work and this makes staff satisfaction and increase their efficiency this caused to evaluate according to the theory of (MBO), in order to determine the relationship between them and analyzed them and to know that whether the (MBO) theory of job satisfaction, increase efficiency and effectiveness in the organization or not? Or does the theory secure the consent referred to the units?

This research following to find the answer to this question whether there are the application of management base on organization goal in education organization of Guilan or not? What are these factors? And if the answer is positive does the organization named above have some aspects productivity.

Research Goals

Overall Goal: Feasibility establishment of management system by objective in organization education of Guilan

Partial Objective

A: Feasibility of potential ability to apply management practices base on goal by managers and staff of management system by objective in education organization of Guilan.

B: Feasibility of potential is a real effect on the establishment of control mechanisms of management system by education organization of Guilan.

C: Feasibility of improving the efficiency of man power establishment of management system by objective in education organization of Guilan.

D: Feasibility of effect of standard indices on establishment of management system by objective in education organization of Guilan.

E: Feasibility effect of the roles and clear mission for managers and staff in establishment of management system by objective in education organization of Guilan.

Questions of Research:

- Do the ability of staff applied the technique of management by objective provided the possible establishment of management system by objective in education organization of Guilan?
- Do the actual control mechanism provide the possible establishment of management system by objective in education organization of Guilan?
- Do enhance the efficiency of man power inventory provide the possible establishment of management system by objective in education organization of Guilan?
- Do the standard indices in organization provide the possible establishment management system by objective?
- Do the roles and clear and measured mission for organization managers and staff provide the possible establishment of management system by objective?

Named Variables

Independent Variables: Ability of staff, the real control mechanism, efficiency of human resources, standard indices, roles and clear mission

Dependent Variable: Management by Objective

Control Variable: Education organization of Guilan

Operational Definition of Variables: The ability to apply methods of management by objective:

This variable with 1 to 10 of questions through questionnaire will be assessed and measured.

Control Mechanism: This variable through the 11 to 20 of questions from the questionnaire will be assessed and measured.

Efficiency: This variable through 20 to 30 of the question from questionnaire will be assessed and measured.

Standard Indices: This variable through the 31 to 40 of the question from questionnaire will be assessed and measured.

Roles and Missions: This variable through the 41 to 50 of question from questionnaire will be assessed and measured.

Methodology: The study population comprises of all permanent staff contractual employee of education organization of Guilan in the year 2009-2010).

Table 1: Research volume population

Direct field of organization head	Direct field of organization head	Department of research planning andman power	Department of coordinate education and physical education	Department of theory and skills	Deputy of public education	Support department	Volume population frequency
335	112	21	34	36	20	112	

Table 2: The research sampling method

Sum	Direct field of head organization	Department of research planning andman power	Department of coordinate education and physical education	Department of theory and skills	Department of public education	Support department	Statistical index
335	112	21	34	36	20	112	Frequency of each class(ni)
%100	%33	%70	%10	%11	%60	%33	Each class ratio population
181	60	12	18	20	11	60	Sample ratio population

Sample size and method of sampling: Sample size was determined 181 people according to the Jersey and Morgan table and the method was random sampling

Collected Data: For evaluating the research question used a standard questionnaire.

This questionnaire set in 3 parts the first part includes introduction in order to prepare testee¹ for the knowledge of research and implemented the questionnaire, the second part related to personal identity that include knowledge in gender, position, organization unit and education.

The third part related to themain research questions based on likert¹ scale, set as a package with a five -choice scales² respectively (totally agree, agree, in some extant agree, disagree, totally disagree).

Therefore the main tool that used for measuring and collecting data in this research was standard questionnaire that include 50 detailed question that question 1 to 10 of the questionnaire related to specific research question. Question 11 to 20 questionnaires related to two special research questions. Question 21 to 30 related to 3 special research questions. Question 31 to 40 of the questionnaire related to four specific research questions and question 41 to 50 related to 5 especial research question that complete list of that question in complement part of study.

Due to the drop testees to response the questions in the questionnaire 190 copy of the questionnaire distributed among staff. 181 copy of the questionnaire classified and descriptive and inferential statistics were used to analyze.

Validity and Reliability Collected Data

Validity: Research tools exactly used by researcher Hussein akbarpour toloee in the academic year 2005-2006 in Mazandaran region (electric company) with the

guidance of Dr.reza tavakoli moghaddam and its validity confirmed and also the researcher gave the questionnaire to supervisors, consultant and other expert management, masters and they examined the questionnaire and confirmed its validity as well.

Fanatical standing: The credit of questionnaire conducted by researcher Hussein akbarpour toloee in the academic year 2005-2006 in Mazandaran electric company with the guidance of Dr.reza tavakoli which 25 questionnaires distributed as a primary test among testee then after estimating coefficient of Kronbach alpha obtained which was equal 96%, in addition the researcher himself by distribution of 25 questionnaires as a primary test among the testees and by using of spss software estimated the coefficient of Kronbach alpha³ that was equal 93%.The above estimation indicated the strong relationship between the questions of questionnaire. Each questionnaire includes 50 questions that for each question, 10 detailed questions were raised in the questionnaire and calculation operation of Kronbach alpha coefficient came in the complement in this part of research.

Methodology

In this Research Used Descriptive-Survey Method: This research in term of descriptive method⁴ was survey method. "Descriptive study included set of methods its target is to describe the conditions of phenomenon for evaluation" performing descriptive method can just for more understanding of present situation or assist to decision making process .Most of the behavioral science research could be considered as descriptive study.

Descriptive research use to evaluate of distribution characteristics of statistical population 7 [4]. Survey research is subsets of the descriptive study that describe population base on one or some variables.

Statistical Method of Research: For data analyzing used descriptive statistical (Frequency, percentage of frequency, graph drawing, drafting tables) and for testing research question used inferential statistical (z test ratio)

Analyze the Results: In this section by using of descriptive indices evaluate research questions in community level which selected from sample.

Examine the First Question of Research: Do the ability of staff apply the technique of management by objective provide the possible establishment of management system by objective in education organization of Guilan?

Zero hypothesis = $H_0 = P_1 = P_2$

Rejected hypothesis = $H_1 = P_1 \neq P_2$

$$\text{Agree hypothesis} = P_1 = \frac{98}{181} = 0/54$$

$$\text{Disagree hypothesis} = P_2 = \frac{83}{181} = 0/46$$

$$Z = \frac{|P_1 - P_2|}{\sqrt{\frac{P(1-P)}{n}}} = \frac{|0/54 - 0/46|}{\sqrt{\frac{0/50(1-0/50)}{181}}} = \frac{0/08}{\sqrt{\frac{0/25}{181}}} = \frac{0/08}{0/03} = 2/66$$

RESULT

Since estimated as z is (2.66) from the z expression in the level of alpha 0.05 with 2 domain in test (1.96) is greater thus the zero hypothesis can be rejected therefore we concluded that between the observed ratio there is significant difference it means the research question entitle do the ability of staff apply the technique of management system by objective provide the possible establishment of management system by objective in education organization of Guilan to be confirmed with 95% confidence [5].

Examine the Second Question of Research: Does the actual control mechanism provide the possible establishment of management system by objective in education organization of Guilan?

Zero hypothesis = $H_0 = P_1 = P_2$

Rejected hypothesis = $H_0 = P_1 \neq P_2$

$$P_1 = \frac{109}{181} = 0/6$$

$$\text{Disagree hypothesis} = P_2 = \frac{72}{181} = 0/40$$

RESULT

Since estimated as z is (6.66) from the expression in the level of alpha 0.05 with 2 domain in test (1.96) is greater thus the zero hypothesis can be rejected therefore we concluded that observed ratio there is significant difference .it means the research question entitle does the actual control mechanism provide the actual establishment of management system by objective in education organization of Guilan? Confirmed 95% with confidence [6].

Examine the Third Research Question: Do enhance the efficiency of man power inventory provide the possible establishment of management system by objective in education organization of Guilan?

Zero hypothesis = $H_0 = P_1 = P_2$

Rejected hypothesis = $H_0 = P_1 \neq P_2$

$$\text{Agree hypothesis} = P_1 = \frac{103}{181} = 0/57$$

$$\text{Disagree hypothesis} = P_2 = \frac{78}{181} = 0/43$$

$$Z = \frac{|P_1 - P_2|}{\sqrt{\frac{P(1-P)}{n}}} = \frac{|0/57 - 0/43|}{\sqrt{\frac{0/50(1-0/50)}{181}}} = \frac{0/14}{\sqrt{\frac{0/25}{181}}} = \frac{0/14}{0/03} = 4/66$$

RESULT

Since estimated as z is (4.66) of the z expression in the level of alpha 0.05 with 2 domain in test (1.96) is greater thus the zero hypothesis can be rejected therefore we concluded that observed ratio that there is significant difference .it means the research question entitle do enhance the efficiency of man power inventory provide the possible establishment of management system by objective in education organization in Guilan. Confirmed 95% with confidence [7].

Examine the Fourth Research Question: Do the standard indexes in organization provide the possible establishment of management system by objective?

Zero hypothesis = $H_0 = P_1 = P_2$

Rejected hypothesis = $H_0 = P_1 \neq P_2$

$$\text{Agree hypothesis} = P_1 = \frac{97}{181} = 0/53$$

$$\text{Disagree hypothesis} = P_2 = \frac{84}{181} = 0/47$$

$$Z = \frac{|P_1 - P_2|}{\sqrt{\frac{P(1-P)}{n}}} = \frac{|0/53 - 0/47|}{\sqrt{\frac{0/50(1-0/50)}{181}}} = \frac{0/06}{\sqrt{\frac{0/25}{181}}} = \frac{0/06}{0/03} = 2$$

RESULT

Since estimated as z is (2.00) from the z expression in the level of alpha 0.05 with 2 domain in the (1.96) is greater thus the zero hypothesis can be rejected therefore we can conclude that observed ratio that there is significant difference .it means the research question entitle do the standard index in organization provide the possible establishment of management system by objective? Confirmed 95% with confidence [8].

To Conclusion: With regarding to data of this research can be concluding as follows:

Ability of staff apply the technique of management by objective provide the possible establishment of management system by objective in education organization of Guilin .Existence of the actual control mechanism provides the possible establishment of management system by objective in education organization of Guilan. Enhance workforce efficiency of man power inventory provide possible establishment of management system by objective in education organization of Guilan. And applying a logical and continues method can enhance the efficiency of human resources. Existence of Standard indices in organization provides the possible establishment of management system by objective in education organization of Guilan. Existence of Roles and clear mission of managers and staff organization which included the important or not important of roles, duties and missions provide the possible establishment of management system by objective education organization [9].

Analyze of the Result

First Question: Do the ability of staff apply the technique of management by objective provide the possible establishment of management system by objective in education organization in Guilan?

Zero Hypothesis H1 = P1 = P2
 Rejected Hypothesis H1 = P1 ≠ P2

$$\text{Agree} = P_1 = \frac{98}{181} = 0/54$$

$$\text{Disagree} = P_2 = \frac{83}{181} = 0/46$$

$$Z = \frac{|P_1 - P_2|}{\sqrt{\frac{P(1-P)}{n}}} = \frac{|0/54 - 0/46|}{\sqrt{\frac{0/50(1-0/50)}{181}}} = \frac{0/08}{\sqrt{\frac{0/25}{181}}} = \frac{0/08}{0/03} = 2/66$$

RESULT

Since calculate as z is (2.66) from the z expression in the level of alpha 0.05 with 2 domain in test (1.96) is greater thus the zero hypothesis can be rejected therefore we conclude that between the observed ratio that there is significant difference it means the research question entitle do the ability of staff apply the technique of management system by objective provide the possible establishment of management system by objective in education organization of Guilan confirmed 95% with confidence.

Second Question: Does the actual control mechanism provide the possible establishment of management system by objective in education organization of Guilan?

Zero hypothesis H0 = P1 = P2
 Rejected hypothesis H1=P1 ≠P2

$$\text{Agree} = P_1 = \frac{109}{181} = 0/60$$

$$\text{Disagree} = P_2 = \frac{78}{181} = 0/40$$

$$Z = \frac{|P_1 - P_2|}{\sqrt{\frac{P(1-P)}{n}}} = \frac{|0/6 - 0/4|}{\sqrt{\frac{0/50(1-0/50)}{181}}} = \frac{0/20}{\sqrt{\frac{0/25}{181}}} = \frac{0/20}{0/03} = 6/66$$

RESULT

Since estimated as z is (4.66) from the z expression in the level of alpha 0.05 with 2 domain in test (1.96) is greater thus the zero hypothesis can be rejected therefore we conclude that observed ratio that there is significant difference .it means the research question entitle do enhance the efficiency of man power inventory provide the possible establishment of management system by objective in education organization in Guilan. Confirmed 95% with confidence.

Third Question: Do enhance the efficiency of man power inventory provide the possible establishment of management system by objective in education organization of Guilan?

Zero hypothesis H0 = P1 = P2
 Rejected hypothesis H1 = P1 ≠P2

$$\text{Agree} = P_1 = \frac{103}{181} = 0/57$$

$$\text{Disagree} = P_2 = \frac{78}{181} = 0/43$$

$$Z = \frac{|P_1 - P_2|}{\sqrt{\frac{P(1-P)}{n}}} = \frac{|0/57 - 0/43|}{\sqrt{\frac{0/50(1-0/50)}{181}}} = \frac{0/14}{\sqrt{\frac{0/25}{181}}} = \frac{0/14}{0/03} = 4/66$$

RESULT

Since calculate as z is (4.66) from the z expression in the level of alpha 0.05 with 2 domain in test (1.96) is greater thus the zero hypothesis can be rejected therefore we conclude that observed ratio that there is significant difference .it means the research question entitle do enhance the efficiency of man power inventory provide the possible establishment of management system by objective in education organization in Guilan. Confirmed 95% with confidence.

Third Question: Do the standard index in organization provide by the possible establishment of management system by objective?

$$\text{Zero hypothesis} = H_0 = P_1 = P_2$$

$$\text{Rejected hypothesis} = H_0 = P_1 \neq P_2$$

$$\text{Agree} = P_1 = \frac{97}{181} = 0/53$$

$$\text{Disagree} = P_2 = \frac{84}{181} = 0/47$$

$$Z = \frac{|P_1 - P_2|}{\sqrt{\frac{P(1-P)}{n}}} = \frac{|0/53 - 0/47|}{\sqrt{\frac{0/50(1-0/50)}{181}}} = \frac{0/06}{\sqrt{\frac{0/25}{181}}} = \frac{0/06}{0/03} = 2$$

RESULT

Since calculate as z is (2.00) from the z expression in the level of alpha 0.05 with 2 domain in the (1.96) is greater thus the zero hypothesis can be rejected therefore we can conclude that observed ratio that there is significant difference .it means the research question entitle do the standard index in organization provide the possible establishment of management system by objective? Confirmed 95% with confidence.

Fifth Question: Do the roles and clear and measured permission of leaders and staff of the organization provide the possible establishment of education organization in Guilan?

$$\text{Zero hypothesis} = H_0 = P_1 = P_2$$

$$\text{Rejected hypothesis} = H_0 = P_1 \neq P_2$$

$$\text{Agree} = P_1 = \frac{112}{181} = 0/62$$

$$\text{Disagree} = P_2 = \frac{69}{181} = 0/38$$

$$Z = \frac{|P_1 - P_2|}{\sqrt{\frac{P(1-P)}{n}}} = \frac{|0/62 - 0/38|}{\sqrt{\frac{0/50(1-0/50)}{181}}} = \frac{0/24}{\sqrt{\frac{0/25}{181}}} = \frac{0/24}{0/03} = 8$$

RESULT

Since estimated as z is (8.00) from the z expression in the level of alpha 0.05 with 2 domain in test (1.96) is greater thus the zero hypothesis can be rejected therefore we conclude observed ratio that there is significant difference it means the research question entitle do the roles and clear and measured permission of leaders and staff of organization provide the possible establishment of management by objective in Guilan? Confirmed 95% with confidence.

DISCUSSION AND CONCLUSION

According to the obtained result and conducted research by other researchers it's determined that, each 5 variable evaluated in this research had great effect on establishment of management system by objective.

The result of akbarpour [2] research also confirmed this issue and result of study this study and other study showed that existence of this factor and strengthening them could have direct relationship with establishment of management, this research demonstrated that by using this system in the organizations, it could create unity and collaboration among units and individuals and has great effect as well, applying this system can accelerate and also targeted and efficient it. The result of this study is a coordinated with result of Mr. Akbarpour [2] and these variables in Mr. toloee's research known as establishment of management by objective and provide the possible of using this technique.

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