

The Effectiveness of Organizational Ensure on Organizational Survival of Staff in Educational System in Rook Abad, Khash City

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Abstract: This study investigated the effective between the organizations and ensuring organizational sustainability education is in tip-e Khash. The study population included all employees of the tip-e Khash whose number is equal to 420. To determine the sample size, it applied Morgan table that selected 201 people. To recognize sample this study used simple random sampling. The instrument is scale of organizational trust Alvnan et al (2008) and organizational sustainability scale. The reliability is determined by Cronbach's alpha and its value obtained is used for scale that is equal to 0.86 and 0.89 respectively. In order to use data analysis has been software package SPSS19. The results of this study indicate that ensure the survival of the enterprise organizational Education has a positive significant. Also, institutional trust and confidence perpendicular to the persistence of Education has significant positive relationship with organizational impact. The organization ensures has a significant relationship with development and education of staff empowerment and organizational culture supportive.

Keywords: Organizational Trust, Organizational Trust, Organizational Sustainability.

Introduction

Turnover is observed in all organizations in different types including shifting, absence and displacement and its adverse effects are under discussion. Displacement not only leads to losing income for the personnel, but also reduces organizational efficacy. In health centers, having high quality and efficient nurses is among important managerial issues (Zahedi & Qajariye, 2011).

In problem statement, for organizational assurance, it can be stated that high leaving rate indicates inappropriate organizational management in keeping human resources. It appears that this issue is due to low organizational assurance in Education Organization. On the other hand, managers in this section continuously try to lower this rate as much as possible, and when achieved this goal, get to other issues. In this regard, it should be indicated that, due to organizational assurance decreasing, low service leaving rate is half of the problem. In other

words, managers should pay attention to service leaving rate in the personnel and adjust it in the normal range, and try to answer this question that the combination of personnel persistence reasons are effective or not. In exact words, the more, the motivational factors in the first place, and internal environment factors in the second place are more effective and external environment factors are less effective, the personnel are refreshed and spiritual. Based on these facts, we are willing for the assessment of the effect of motivational factors and external environment factors on organizational assurance and the relation between the effect of motivational factors and external environment factors on personnel persistence in different levels to form persistence in organization necessitates structural forming of development and innovation in the region and availability of economic factors within the organization (Shamsuddini & Salajeghe, 2015).

On the other hand, organizational assurance in Education organization doesn't guarantee success. External factors may avoid success or basically, there may be false self-confidence. If self-confidence really exists in Education Organization among the personnel, this organization may optimize its capabilities and provide organizational persistence (Hoviattalab & Zanouzi, 2007).

Undoubtedly, organizational persistence of the personnel with any reason is not appropriate for organization manager and if a proper combination of reasons is present in this regard, manager of the organization can get to his job with peace of mind. In other words, it can be stated that the more motivational factors be effective in organizational persistence of the personnel, the more appropriate the performance of the manager would be. Personnel play the key role in organizational persistence and value creation for the organization (Ghazizadeh et al., 2008).

Organizational persistence is known as a topic with creation of complex systems of thinking in organizations. Motivated persistence of teachers is a result of their occupational satisfaction which is not only helpful in motivation of teacher and their better performance, but also in quality of learning of the student and their advancement (Pourashrf & Toolabi, 2009).

Currently, due to growing speed of organizational changes, manager is seeking ways to enhance organizational persistence and commitment of their personnel so that they can achieve competitive value. Leaders and big companies always think about personnel persistence in their organizational structure. But investigators have paid attention to the role of organizational assurance and trust as a mediator. Organizational trust makes for focusing on long-term activities and can be a vital element in an effective organizational change (Boodlaei et al., 2011).

The relationship between organizational trust and organizational persistence is similar to the relationship between organizational confidence and organizational commitment. Many researches have been conducted on the results of building trust in organization in which it is stated that trust results in information division in the organization and everyone participating in organizational information, organizational commitment, commitment in decision making, organizational citizenship behavior, job satisfaction, manager satisfaction, leader-member exchanges and paying attention to organizational persistence. Commitment to duties and organization will be practical when main goal is kept for individuals and keeping the main goal in the organization depends on intrapersonal trust.

Nowadays, organizations are not supporting human resources due to lack of adequate budget and trying to lower expenses and most of the time, they try to hire personnel with one-year-long contracts which has led to lowering organizational trust and the employee is not satisfied with the situation and not willing to organizational persistence so that their organizational commitment declines and results in low organizational efficacy. Thus, organizational trust, by means of positive effects on individual spirit, results in job satisfaction and organizational persistence. According to what is stated above, this point will be understood that organizational assurance and trust provide proper situation for personnel which subsequently make them stay in the organization and this way experience of human resources will grow up which finally results in organizational advancement. On the other hand, lack of organizational trust makes employees frustrated looking for opportunities to change their job status and since hiring new employees will be time consuming and it would take time for new employees to get familiar with the organization, this procedure bring high expenditures for the organization. For all these reasons, author, due to high experience and interest in this issue, tried to assess the effect of organizational trust on the organizational persistence in Education/Organization employees in Nook Abad, Khash, in order to provide scientific and practical recommendations to concerned managers.

Methodology

This study is a survey by means of causal analysis. Sample society includes 420 employees of Education organization of Nook Abad, Khash. Based on Morgan Table, 201 employees are selected as sample. Sampling method is stratified sampling in this study.

Library information was gathered by note taking. Field data were collected by means of questionnaire. Thus filed data gathering tools were questionnaires. Following questionnaires were used in this study:

Organizational persistence questionnaire: Employee persistence patterns questionnaire is designed by Subhash C. Kundu and Neha Gahlawat in 2016. This questionnaire has items which are designed in form of 5-point Likert response spectrum options.

Organizational trust questionnaire: This questionnaire is designed by Elenon et al in 2008. It includes 49 items in these parts:

Table 1. Questions allocation to organizational trust aspects.

Name of Variant	Aspects	Question Numbers
Organizational Trust	Side Trust	1 to 15
	Vertical trust	16 to 30
	Institutional trust	31 to 49

Experiences of school managers and teachers and guide master were used to approve validity of the questionnaire.

To calculate reliability of the questionnaire, 30 copies were given to statistical samples, and were analyzed with statistical software. Cronbach's alpha for organizational trust and organizational persistence were calculated to be 0.86 and 0.89 respectively. This Cronbach's alpha is high enough, so these questionnaires are reliable and practical.

Both descriptive and inferential statistics were used for data analysis. In descriptive analysis, frequency table, percentages, charts, averages, mode, standard deviation, variance, and skewness, and in inferential statistics, t-test was used.

Results

To investigate the effect of organizational trust on organizational persistence, regression method was utilized.

Table 2. Summary of regression model and variance analysis.

Model	Coefficient of correlation	Coefficient of determination	F statistic	Sig.
Regression	0.499	0.249	65.836	0.000

Table 3. Coefficients of regression model variants.

Variants	Non-standard coefficients		Standard coefficient	T statistic	Sig.
	B	Standard error	Beta		
Constant coefficient	0.773	0.140		5.522	0.000
Organizational trust	0.527	0.065	0.499	8.114	0.000

As it is seen in the table of summery of model, coefficient of determination is 0.249. Thus, it can be inferred that approximately, 25 percent of changes of dependent variant (Organizational persistence) is expressed by independent variant (organizational trust). In variance analysis table, significance amount is 0.000 and less than 0.05. Consequently, regression is significant. In the table of coefficients of variants in regression model, it is observed that significance amount for organizational trust variant is less than 0.05. Thus, it can be stated, by 95 percent

confidence, that coefficient effect of this variant is significant in this model which means that organizational trust is effective on organizational persistence of the employees of Education Organization of Nook Abad, Khash.

To investigate the effect of side trust on organizational persistence, regression method was utilized.

Table 4. Summary of regression model and variance analysis.

Model	Coefficient of correlation	Coefficient of determination	F statistic	Sig.
Regression	0.448	0.201	49.921	0.000

Table 5. Coefficients of regression model variants.

Variants	Non-standard coefficients		Standard coefficient	T statistic	Sig.
	B	Standard error	Beta		
Constant coefficient	0.974	0.132		7.357	0.000
Organizational trust	0.422	0.060	0.448	7.066	0.000

As it is seen in the table of summary of model, coefficient of determination is 0.201. Thus, it can be inferred that approximately, 20 percent of changes of dependent variant (Organizational persistence) is expressed by independent variant (side trust). In variance analysis table, significance amount is 0.000 and less than 0.05. Consequently, regression is significant. In the table of coefficients of variants in regression model, it is observed that significance amount for organizational trust variant is less than 0.05. Thus, it can be stated, by 95 percent confidence, that coefficient effect of this variant is significant in this model which means that side trust is effective on organizational persistence of the employees of Education Organization of Nook Abad, Khash.

To investigate the effect of institutional trust on organizational persistence, regression method was utilized.

Table 6. Summary of regression model and variance analysis.

Model	Coefficient of correlation	Coefficient of determination	F statistic	Sig.
Regression	0.673	0.453	164.481	0.000

Table 7. Coefficients of regression model variants.

Variants	Non-standard coefficients		Standard coefficient	T statistic	Sig.
	B	Standard error	Beta		
Constant coefficient	0.494	0.111		4.430	0.000
Organizational trust	0.705	0.055	0.673	12.825	0.000

As it is seen in the table of summary of model, coefficient of determination is 0.453. Thus, it can be inferred that approximately, 45 percent of changes of dependent variant (Organizational persistence) is expressed by independent variant (institutional trust). In variance analysis table, significance amount is 0.000 and less than 0.05. Consequently, regression is significant. In the table of coefficients of variants in regression model, it is observed that significance amount for organizational trust variant is less than 0.05. Thus, it can be stated, by 95 percent confidence, that coefficient effect of this variant is significant in this model which means that institutional trust is effective on organizational persistence of the employees of Education Organization of Nook Abad, Khash.

To investigate the effect of vertical trust on organizational persistence, regression method was utilized.

Table 8. Summary of regression model and variance analysis.

Model	Coefficient of correlation	Coefficient of determination	F statistic	Sig.
Regression	0.211	0.045	9.277	0.003

Table 9. Coefficients of regression model variants.

Variants	Non-standard coefficients		Standard coefficient	T statistic	Sig.
	B	Standard error	Beta		
Constant coefficient	1.487	0.133		11.140	0.000
Organizational trust	0.176	0.058	0.211	3.046	0.003

As it is seen in the table of summary of model, coefficient of determination is 0.045. Thus, it can be inferred that approximately, 4 percent of changes of dependent variant (Organizational persistence) is expressed by independent variant (vertical trust). In variance analysis table, significance amount is 0.003 and less than 0.05. Consequently, regression is significant. In the table of coefficients of variants in regression model, it is observed that significance amount for organizational trust variant is less than 0.05. Thus, it can be stated, by 95 percent confidence, that coefficient effect of this variant is significant in this model which means that vertical trust is effective on organizational persistence of the employees of Education Organization of Nook Abad, Khash.

Discussion and Conclusion

Results show that organizational trust affects organizational persistence of employees in Education Organization of Nook Abad, Khash. Results of this study is consistent with the results of Ghazizadeh et al (2008) study titled effective factors on organizational persistence of human resources which showed that internal environment, external environment, and motivational factors were placed first to third for effectiveness on organizational persistence of the personnel. Moreover, the relation between effectiveness of motivational factors and the effect of external factors is an inverse relationship, i.e., the more the effect of motivational factors on organizational persistence decreases, and the more the effect of external factors increases. As well, studies show that manger performance was not appropriate for organizational persistence of the personnel. Consequently, better methods should be adopted to enhance motivational factors.

Moreover, results show that side trust affects organizational persistence of employees of Education Organization of Nook Abad, Khash. Results of this study is consistent with the results of Pourashraf and Toolabi study titled qualitative approach to effective factors on desire to stay motivated teachers: (case: Ilam province) showed which showed that quality of occupational life of teachers, professional features of teachers, individual characteristics, socioeconomic environment and professionalization or specialization of teachers' job, are among major effective factors on teachers motivation and their desire for hard working and persistence in teaching profession.

Moreover, results show that institutional trust affects organizational persistence of employees of Education Organization of Nook Abad, Khash. Results of this study is consistent with Ghazizadeh et al study titled effective factors on organizational persistence of human resource which showed that internal environment, external environment, and motivational factors were placed first to third for effectiveness on organizational persistence of the personnel. Moreover, the relation between effectiveness of motivational factors and the effect of external factors is an inverse relationship, i.e., the more the effect of motivational factors on organizational persistence decreases, the more the effect of external factors increases. As well, studies show that manger performance was not appropriate for organizational persistence of the personnel. Consequently, better methods should be adopted to enhance motivational factors.

Moreover, results show that vertical trust affects organizational persistence of employees of Education Organization of Nook Abad, Khash. Results of this study is consistent with Zahedi and Qajariye study titled the relationship between organizational commitment and intention to remain in Islamic Republic of Iran Army Nurses which showed that due to importance of human resources, organizational persistence is one of the most important concerns in the management of human resources. Desire to persistence showed a statistically significant relationship with emotional commitment and normative commitment.

Conflict of interest

The authors declare no conflict of interest.

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