

The relationship between organizational factors and strengthens creativity in now Operation of irrigation and drainage network of the Mogan

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Abstract: The purpose of this study was to investigate and clarify the organization of effective staff utilization enhance the creativity of the Magi is a network of irrigation and drainage. The study included all employees, including 323 persons. Cronbach's alpha to assess the reliability and validity of the measuring instruments used. Now the content and face validity by a supervisor and co-supervisor and with the assistance of experts has prepared Analysis of data from the study on descriptive statistics, including frequency tables and bar charts were drawn. Frzyh-Hay test the correlation analysis with significance level was used. The investigation continues and additional assumptions of the two-sample t-test, the ANOVA also was used. The results showed that a significant correlation between organizational factors such as management support, training, job satisfaction, organizational structure, participation and organization there are processes with creativity. T-test was used to determine the index of attitudes among men and women alike. This index is based on the quantity F insight into the different levels of education and training to these indicators influence respondents' attitudes.

Keywords: creativity, innovation, organizational factors, management

Introduction

For innovation and creativity in the work. No thought is given preference. Once thought to be in line with the mission and goals of the organization as a daily practice, employees of an organization to promote their organization. This is thought to be an organizational culture has penetrated the various layers of the organization and the implementation strategy and the overall effect makes permanent.

Any creative process is a process to be useful and innovative thinking that will solve the problem. Creativity any social system, a phenomenon based on logical order and function of the creativity of the people who made them. Innovation is the creation of value. Creativity, innovation engine. Concentrates on creativity, the combination of two or more of the idea is to reach an entirely new idea. Creativity favors the prepared mind, and the result is often a result of dissatisfaction with the status quo. Creativity depends on the person and the environment [20].

Many factors play a role in the emergence of creativity that can be variables, including environmental, social, economic, personal, physical, and physiological are noted. nuisance to humans and society. Therefore, we can identify with and knowledge

of the existence of these barriers and try to fix it up the way for the implementation of the driving factors encouraging creativity and dignity.

The importance of research

The stems. Since in today's complex world, looking for changes, opportunities and threats will develop wide. Creativity is something that has a physical connection with change and transformation. In other words, you can change the result of the creativity and imagination of creative ideas. Co operation of irrigation and drainage networks Magi are continually faced with a multitude of challenges. New technologies come into existence with the fast pace, lack of resources, economic and market conditions, particularly in an increasingly unstable world, boycotts, etc. on the difficulties and hardships more components are added. innovation from the working groups should improve their creativity and organizational environment favorable to the creation of innovation will provide. Karsaztr or organizational processes to bring advanced and effective. Irrigation and Drainage Magi under consideration) is. Therefore, understanding the factors influencing factors on employee creativity and indicators of positive reinforcement and prevent barriers to creativity and professionalism.

The hypotheses

- International Creative Management and staff support the operation of irrigation and drainage networks Magi there were statistically significant.
- The creative staff training and operation of irrigation and drainage networks Magi there were statistically significant. Between job satisfaction and employees' creativity.
- The operation of irrigation and drainage networks Magi there were statistically significant.
- Participation and creativity among employees utilization of irrigation and drainage networks Magi there were statistically significant.
- The structure and operation of irrigation and drainage company employee creativity Magi there were statistically significant.
- Employees of creative processes and operation of irrigation and drainage networks Magi there were statistically significant.

Creativity and Concept

To understand that creativity must first define it. its new form. " Creativity any social system, a phenomenon based on logical order and function of the creativity of the people who made them. As for plant growth, environment and space is needed, there should be adequate space for creative people to addressing the mind and memory to create new ideas and new opportunities to be freed. Innovation is the creation of value. Creativity, innovation engine. Concentrates on creativity, the combination of two or more of the idea is to reach an entirely new idea. Creativity favors the prepared mind, and the result is often a result of dissatisfaction with the status quo. Creativity depends on the person and the environment[7].

The Importance of Creativity

Creativity is a mysterious concept, is vast and complicated. Research on creativity and its constituent elements, social scientists began over a century ago, but the basic motivation for the study was established in 1950 by Guildford. Guildford creativity with divergent thinking (to find new approaches to solving problems) versus convergent thinking (to obtain the correct answer) synonym proposed[3].

Organizational factors

Since this research focuses on organizational factors, organizational factors are considered. Support management enterprise communications technology strategy, organizational culture, job satisfaction,

employee involvement process control system of monitoring systems.

Organizational Structure

Flexible structure makes for easy communication and information exchange, and individuals involved in the decision making process. Network path top down, bottom up and horizontal travel and people can be actively involved in the decision making process[10].

Organic process of innovation and creativity in organizations reinforce and confirm Bypmayd upward path. Comments of the middle and lower level managers and provide new ideas, since they have relative freedom to give voices and examine them and members of these organizations are not fully charged. And staff members who refuse to use a new phenomenon, because the decentralized decision process and organizational structure of great flexibility. How organizations can solve this puzzle.

The literature

Edit and Sternberg (2001) studied on "The thinking styles of creative people," concluded that people preferred to act according to their own ideas (ie, those who were oriented thinking style law) had better creative performance in contrast, those who tended to analyze and evaluate ideas (ie, those who were oriented styles judgment when no specific training had not had the lower creative performance.

Creativity is the staff

Wilkins and Haltmn in 2012, research on organizational creativity in the business of Bajas did. Systematic research on the nature of creativity and the role of universities in promoting trade and exciting organization focused creativity. After reviewing the literature on creativity and innovation Vtaryf presented by other authors. Bajas a proper system provided for the University to develop creativity[18].

Sahlbrg in 2012, presented a paper entitled The Role of Education in Promoting creativity. And then Sahlbrg Three major factors work together, take risks and learn to give rise to creativity.

Methods

Due to the descriptive nature of the research in this study, and a survey. Unlike studies in descriptive studies aimed at discovering causal relationships is aimed at describing the statutory and regulatory position in the real and objective, that is (what is) is the present study is a survey.

A survey

The research all employees to take advantage of irrigation and drainage networks Magi to 323 people.

Sampling

Sampling for this study is simple random sampling. The sample size for this study, given that the population size is limited depending on the Morgan vs. 175, respectively.

The method of data analysis:

Systematic effort to obtain it, see The research questions of this study is to examine the descriptive and inferential statistics were used.

A) Descriptive statistics: Descriptive statistics for those statistical methods that can lead the researcher to categorize, summarize, describe, and interpret and communicate the information gathered helps. The statistical methods used below are divided into two main groups:

1. Frequency distributions and measures of central.

Table -1: The normal distribution of the test statistic

Variable research	Kolmogorov-Smirnov	Significance level
Organizational factors	1/1	0/07
Creativity	1/05	0/06

Table 1 shows the values for the two variables Sig is higher than 05/0. Therefore, the null hypothesis of normal distribution for each of the study variables can not be ruled out with confidence and 95/0 both variables are normally distributed.

Check test hypotheses

- To collect reliable information and accept the results, analysis of data from a primary. In the analysis stage, the researcher needs data on track to meet the goal of the research and their research questions and hypotheses evaluation, the analysis shows.
- To examine the relationship between organizational factors and enhance the creativity of the two questionnaires were used. Organizational factors questionnaire used in this research, a questionnaire developed by the

2. Statistical dispersion[20].The study of charts and graphs to show the distribution of the target population and the index, weighted average of the indices of dispersion, the standard deviation is used.

B) Inferential statistics: using inferential statistics, the larger the sample, it is inferred that. Inferential statistics deals with two issues: first, to test the hypothesis deals Brvavr [22]. In this study, the Pearson correlation coefficient and regression, the independent two-sample t test, analysis of variance was used.

Inferential data analysis**Normal distribution of the test statistic**

Achieved statistical test for normality of the population is of utmost importance. For tests on the premises of any investigation with respect to the target population is normal or not. The population of this study was to evaluate the normality of the Kolmogorov-Smirnov (KS) were used for the results shown in Table 1.

researcher under the supervision of supervisor approval is given.

The questionnaire contains 29 questions with Likert 5 option completely agree, agree, neutral, quite the opposite has been the opposite. The questions in the questionnaire express 6 agent. And the organization of the questionnaire was used to assess creativity. Using a Likert scale with 5 options from very high to very low. For scoring the fifth set of scores is 1-2-3-4-5.

Main hypotheses

First hypothesis: between management and creative staff supporting the operation of irrigation and drainage networks Magi there were statistically significant.

H_0 = There is no significant relationship
 H_1 = There is a significant relationship

Table 2: The correlation between management support and organizational creativity

		Management support	Organizational Creativity
Management support	Pearson	1	0/734
	SIG	-	0/000
	N	170	170
Organizational Creativity	Pearson	0/734	1
	SIG	0/000	-
	N	170	170

As shown in Table 2 indicate that the correlation between the output of the SPSS program management support organizational creativity versus 734/0 respectively. By contrast, the number of significant (sig) as shown by a significant level. Significance level of 0.000 is obtained in the above table. And a smaller 05/0 and 05/0, which means that the hypothesis H_0 is rejected at a significance level of hypothesis H_1 is accepted, it means that there is a significant correlation between organizational creativity

management support. Management support is much better done, creativity increases.

The second hypothesis between education and the creative staff operation of irrigation and drainage networks Magi there were statistically significant.

$$\begin{cases} H_0 = \text{There is no significant relationship} \\ H_1 = \text{There is a significant relationship} \end{cases}$$

Table 3: Correlation between training and organizational creativity

		Education	Organizational Creativity
Education	Pearson	1	0/750
	SIG	-	0/000
	N	170	170
Organizational Creativity	Pearson	0/750	1
	SIG	0/000	-
	N	170	170

As shown in Table 3 indicate that the correlation between Education and creativity software SPSS output of 750 institutional / 0 respectively. By contrast, the number of significant (sig) as shown by a significant level. Significance level of 0.000 is obtained in the above table. And a smaller 05/0 and 05/0, which means that the hypothesis H_0 is rejected at a significance level of hypothesis H_1 is accepted, it

means that there is a significant correlation between organizational Education and creativity.

Third hypothesis: between job satisfaction and employee creativity exploitation of irrigation and drainage networks Magi there were statistically significant.

$$\begin{cases} H_0 = \text{There is no significant relationship} \\ H_1 = \text{There is a significant relationship} \end{cases}$$

Table 4: Correlation between job satisfaction and organizational creativity

		Job Satisfaction	Organizational Creativity
Job Satisfaction	Pearson	1	0/700
	SIG	-	0/000
	N	170	170
Creativity	Pearson	0/700	1
	SIG	0/000	-
	N	170	170

As shown in Table 4 indicate that the correlation between job satisfaction and output to SPSS organizational creativity 700/0 respectively. By

contrast, the number of significant (sig) as shown by a significant level. Significance level of 0.000 is obtained in the above table. And a smaller 05/0 and 05/0, which

means that the hypothesis H₀ is rejected at a significance level of hypothesis H₁ is accepted, it means that there is a significant correlation between job satisfaction and organizational creativity.

Fourth hypothesis: participation and creativity among employees utilization of irrigation and drainage networks Magi there were statistically significant.

{ H₀ = There is no significant relationship
 { H₁ = There is a significant relationship

Table 5: Correlation between participation and organizational creativity

		Partnership	Organizational Creativity
Partnership	Pearson	1	0/699
	SIG	-	0/000
	N	170	170
Organizational Creativity	Pearson	0/699	1
	SIG	0/000	-
	N	170	170

Table 5 reveals that the correlation between the output of SPSS software, enterprise and creativity to contribute 699/0 respectively. By contrast, the number of significant (sig) as shown by a significant level. Significance level of 0.000 is obtained in the above table. And a smaller 05/0 and 05/0, which means that the hypothesis H₀ is rejected at a significance level of hypothesis H₁ is accepted, it means that there is no

significant correlation between involvement of organizational creativity.

Fifth hypothesis: the structure and operation of irrigation and drainage company employee creativity Magi there were statistically significant.

{ H₀ = There is no significant relationship
 { H₁ = There is a significant relationship

Table 6: Correlation between structure and organizational creativity

		Structure	Organizational Creativity
Structure	Pearson	1	0/694
	SIG	-	0/000
	N	170	170
Organizational Creativity	Pearson	0/694	1
	SIG	0/000	-
	N	170	170

Table 6 reveals that the correlation between structure and creativity to SPSS output from 694 organizations / 0 respectively. By contrast, the number of significant (sig) as shown by a significant level. Significance level of 0.000 is obtained in the above table. And a smaller 05/0 and 05/0, which means that the hypothesis H₀ is rejected at a significance level of hypothesis H₁ is accepted, it means that there is a

significant correlation between the structure of organizational creativity.

The sixth hypothesis between creative processes and staff utilization of irrigation and drainage networks Magi there were statistically significant.

{ H₀ = There is no significant relationship
 { H₁ = There is a significant relationship

Table 7: Correlation between processes and organizational creativity

		Processes	Organizational Creativity
Processes	Pearson	1	0/593
	SIG	-	0/000
	N	170	170
Organizational Creativity	Pearson	0/593	1
	SIG	0/000	-
	N	170	170

Table 7 software SPSS output indicated that the correlation between the processes of organizational creativity 593/0 respectively. By contrast, the number of significant (sig) as shown by a significant level. Significance level of 0.000 is obtained in the above table. And a smaller 05/0 and 05/0, which means that

the hypothesis H0 is rejected at a significance level of hypothesis H_1 is accepted, it means that there is a significant correlation between organizational creativity management support. Generally, the relationship between organizational factors and boost creativity can be demonstrated in the following figure.

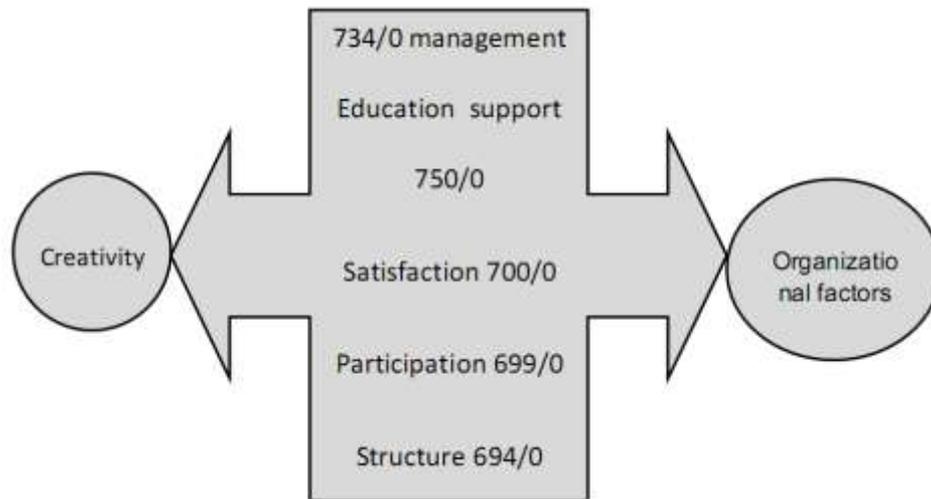


Figure 1: The relation between organizational factors and Creativity (supplementary hypothesis on the effect of gender on the attitude indicator paper):

Respondents' attitudes to gender differences between parameters are significant.

In other words, the average of male and female respondents' views on the attitude of the indicators are not identical. If μ_1 mean response of men and women

are accountable μ_2 mean responses, hypotheses Ho and H1 are as follows.

$$\begin{cases} H_0: \mu_1 = \mu_2 \\ H_1: \mu_1 \neq \mu_2 \end{cases}$$

Table 8: T-test to determine differences in terms of attitudes to gender indicators

Indicators	T-statistics	The significance level
Creativity	-0/534	0/598
Job Satisfaction	-0/048	0/962
Structure	0/198	0/845
Education	1/21	0/27
Management support	-0/422	0/676
Partnership	0/620	0/54
Process	-0/089	0/930

Respondents, men and women alike. It can be said that gender does not influence respondents' attitudes to research indices.

10-2-3- (complementary hypothesis to the effect of education on attitudes of participants):

The attitude to research in terms of education, there are significant differences between respondents. In other words, the average education of students with different views on the attitude of the indicators are not identical. Hypotheses Ho and H1-up is as follows.

H_0 : means are equal to each other.

H_1 : At least one mean is different from other means.

Table 9: F test to determine the differences in terms of attitudes to education indicators

Indicators	F-statistics	The significance level
Creativity	6/64	0/001
Job Satisfaction	24/34	0/002

Structure	23/48	0/000
Education	17/15	0/000
Management support	5/87	0/002
Partnership	12/32	0/000
Process	17/67	0/000

Different levels of education and training to these indicators influence respondents' attitudes.

(supplementary hypothesis on the effects of occupational levels of attitude indicators):

Between respondents' attitudes to research indices based on job category, there is a significant difference. That is an average of the opinions of respondents with different occupational levels in the attitude of the indicators are

not identical. Hypotheses H_0 and H_1 be written as follows:

$$\begin{cases} H_0: \mu_1 = \mu_2 \\ H_1: \mu_1 \neq \mu_2 \end{cases}$$

Table 10: T-test for the difference attitudes of the indicators in terms of occupational levels

Indicators	T-statistics	The significance level
Creativity	0/87	0/389
Job Satisfaction	0/796	0/430
Structure	0/622	0/537
Education	1/42	0/016
Management support	0/287	0/025
Partnership	1/28	0/233
Process	0/638	0/527

no effect on the attitude indicator..

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