

# An Investigation of Organizational Culture on Selected Faculty: A Study in Azad Islamic University of Babol Branch

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**Abstract.** The culture of organization is the cause of forming of perception thought and feelings of members. Therefore by strengthening these features, organization. Can prosper with great stability, increase human satisfaction and productivity and also this helps the organizational integration, so that selecting of personnel in the organization, can have a great effect on organizational culture. For this reason, the role of selecting personnel in an organizational culture is important. It is necessary to consider the affect of organizational culture factors on selecting the personnel in organization. This article is related to the role of organizational culture on personnel selecting. In this regard the method survey study, on population 180 members of faculty in Azad Islamic University of Babol by random sample with 45 members (25% of population) is selected by using Morgan table. Necessary data for analysis is collected through is questionnaire. The result of statistical analysis on survey data as follow: some of the important factors are ignored in the selected faculty, for example innovation participation, team –work, stability, purposes and so on. For integration in any organization, it is suggested that for selecting of personnel consider specialization

**Keywords:** Culture Organization, Select, Personality, Value, Fit.

## 1. Introduction

The organization can be known as a social unit that is formed of two or more people working continually or constantly to provide one or a series of objectives [1]. If the organization could lead their skills, ability, and individual and popular characteristics along with the objectives, they would be succeeded .[2] Hofsted (1991) suggested that the culture is caused the member of one group to be distinguished from the other. Since 1980, the study of organizational culture, especially in Edgar H.schein's, study, reported in 1985 [3] He suggested that the organizational culture is a essential supposition model created and introduced by a certain group and then it is extended. It is credited by it's continuity effectiveness during the time, as it is resulted in it's member's perception, thoughts and the main evaluation system for the whole organization and significantly affects it's manager's and other member's values [4]. It caused common feelings, attitudes, and interactions and leads the individuals' behavior based on organization's objectives [5]. The selection stage should evaluate the individuals based on the standards and criteria that is determined to get the job and selected among them the individuals that have the most fitness for this job [6]. Hence, it could be forecasted, with higher certainty, the individual's success rate and also the probability of staying or leaving the organization after his employment by asking proper questions and acquiring the required information [7]. There are 7 characteristic that expressed as a reference and the main part of Organizational culture: 1. Innovation and risk, 2. To pay attention to details, 3. To observe the results, 4. To concern of organization's members, 5. To concern to the team, 6. Ambitiousness (desire to success), and 7. Stability [8]. In this paper, the researchers intended to specify the roles the Organizational culture factors in selection of the members of scientific board of Open University in Babol. Then it suggested some ways to improve it. In this section, the special question of the research is that: how much the Organizational culture is applied to selection of the members of scientific board of university? In respect of this question, the subordinate question is asked: 1) how it is about paying attention to innovation in selection? 2) How it is about concerning to commitment and loyalty in selection, And 3) the extent of concerning to meticulousness and acuity, team, the result of the

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Organization, desire to success, and stability in Organization. In this current paper, while it is tired to review the general features of the topic related to organizational culture and selection of manpower by conducted the field studies, it is analysed as a main characteristic in selection of faculty specially in Azad Islamic University of Babol branch.

## **2. Background of Research**

Etezioni introduced today's society as an Organizational community. He argued that today's human beings are in Organization from their birth up to end of life and they are related indirectly to other Organization [9]. Moshbeki (1998)[10] argued that the Organizational culture management is a reorganization and optimal using of existent culture, changing or weakening the undesired believes and methods, enforcement of the beliefs, desired values and methods, and stabilizing desirable culture. Niko (2003), in his dissertation, concluded that the managerial support is more appealing among the Organizational aspects of culture. Jafarnia (2004), in his dissertation, concluded that whatever the culture is to be stronger and consolidated, the manpower's utilization and performance also increase. Moreover, the Organizational culture affects the efficacy of quality system (Sarkhani, 2005). whenever an Organization is needed to employ the individuals of other races, sexes, ethnics, and minority groups that are from the different majority of the workers, it will encounter many problems[10]. The selection or choose is a step to disapproval or acceptance of the applicants in the manner that the most deserved and proper individuals are selected. In this stage, it is expected that, with higher certainty, the individual's success rate and also the probability of staying or leaving the organization after his employment by asking proper questions and acquiring the required information[11], It resulted in decreasing the costs and increasing the efficiency. Investigations resulted from using the sample method of work suggested that this test is more suitable than the traditional one [12] It is shown that the individuals usually appeal the jobs that are adjusted with their individual's objectives and desires [13].

## **3. Methodology of Research**

The population of this research involved 180 members of faculty in Azad Islamic University of Babol branch that 25% of them 45 people for statistical sample are selected randomly, and the result are generalized by using the statistical perceptive method after filling the questioners by them and collecting the data. As a result of the library research and reviewing of the general features of the topic, it is investigated the questions and hypothesis of the research and the opinion, statements and findings of the management researchers concerning in Organizational culture and select the applicants and the studies of the similar research concerning in this topics. Hence, in this current paper, it is examined the function of Organizational culture on selection of the members of the scientific board in Azad Islamic University of Babol branch. By using the field studies as a completion method library studies, the experienced professors and knowledgeable experts are discussed concerning the proper method for collecting data and information, the question are and the method of the data analysis.

## **4. The Method of the Data Analysis**

In this current paper, the tests are used:

- 1) K-S test, to survey the normality of the data distribution.
- 2) T- Student tests, to estimate the effect of each component of Organizational culture on selection.
- 3) F-Test is comparing each component of culture on selection.
- 4) Fried man test, to rank the component part of Organizational culture on selection.

## **5. Discuss and Results**

### **5.1. The Distribution of the T-Test**

The T-Test analysis of the component part of Organizational culture on selection of the members of the faculty of Azad Islamic University of Babol branch is as follows:

In analysis suggested that only the two factors that is Responsibility and Organizational goals have been concerned widely on selection in regard to their significant coefficient of 0/003 and 0/006, respectively, that is less than 0/005, and calculated T is more than 1.96 ( $t > 1.96$ ), but the remaining factors are considered averagely on selection of the faculty members of A Azad Islamic University of Babol branch that the significant coefficient is more than 0/05.

**One-Sample Test**

	Test Value = 3					
	t	df	Sig(2-tailed)...	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Innovation	-.942	44	.352	-.1778	-.5583	.2027
Commitment	1.138	44	.261	.2000	-.1543	.5543
Subtlety	.647	44	.521	.1111	-.2351	.4574
Team working	-1.762	44	.085	-.2889	-.6194	.0416
Organizational attainment	.129	44	.898	.0222	-.3256	.3701
Achievement oriented	-1.896	44	.064	-.3778	-.7793	.0237
Stability	.233	44	.817	.0444	-.3396	.4285
Responsibility	3.194	44	.003	.5333	.1968	.8698
Participation	.607	44	.547	.1111	-.2581	.4803
Organizational goal	2.881	44	.006	.4444	.1336	.7553
TOTAL	.524	44	.603	.0622	-.1769	.3013

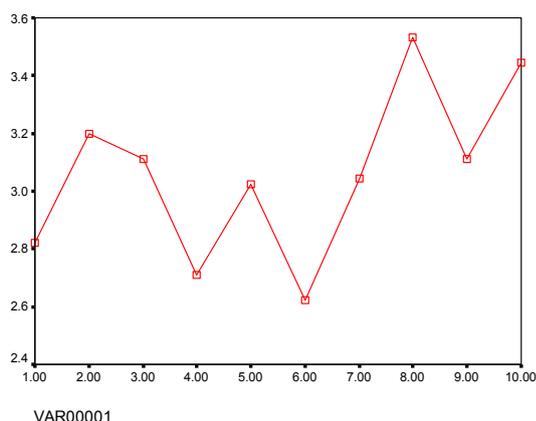
## 5.2. F-Test

F-Test analysis suggested that the significant coefficient is 0/004 that is less than 0/05. It is different in various cultural factors is regard to implementation that is shown in means plots graph. In this graph the two factors, Responsibility and Organizational goals, are the most important factors for selecting faculty members.

### ONEWAY ANOVA

VAR00002

	Sum of Squares	df	Mean Square	F	Significance
Between Groups	34.569	9	3.841	2.718	.004
Within Groups	621.689	440	1.413		
Total	656.258	449			



## 5.3. Friedman Test

As it is shown, this test suggested that the significant coefficient is less than 0/005 because of the difference in choosing the cultural factors of employment, their categorization in applying them on the selection is as follows.

Ranks	
	Mean Rank
Innovation	4.76
Commitment	5.79
Subtlety	5.67
Team working	4.22
Organizational attainment	5.29
Achievement oriented	4.48
Stability	5.54
Responsibility	6.83
Participation	5.93
Organizational goal	6.49

## 6. Conclusion

As it is said this current paper the Organizations like the individuals have personality form of Organization is called Organizational culture. They have a main value that is noted widely by individuals, called strong culture. They can be resulted in consolidation establishing much commitment. Similarly, the Organization also eliminated in its selection process, the individuals who did not consider important to the main doctrine of Organization, to maintain the Organizational culture. Concerning to the conducted research, the two factors, Responsibility and Organizational goals have been concerned widely on selection of the members of the scientific board of foresaid University in regard to their significant coefficient of 0/003 and 0/006 respectively by conducting the F-Test, it is confirmed the difference between cultural factors as regards to implementation. It is shown in means plots graph, the responsibility and Organizational goals are the most important factors. Similarly, it is shown in Friedman test, the responsibility factor has a score of 6.80% and the Organizational goals with a score of 6.49% have a second class. Moreover, the factor of partnership, commitment, loyalty, meticulousness and acuity, stability in Organization, the results of the Organization, creativity and innovation, desire to success, team work have subsequent class. Concerning to the results of the current paper, it is suggested that Organization should pay more attention to some factor such as team work, desire to success, creativity and innovation, the results of the Organization, stability in Organization, meticulousness and acuity, commitment, loyalty and partnership in Organizational culture in the selection stage of applicants.

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