The relationship between religious attitudes of managers and their organizational commitment and creativity in Shahid Bahonar University of Kerman

Farideh Khandani Zadeh, Hamdolah Manzari Tavakoli *

Department of education in science, Kerman Branch, Islamic Azad University, Kerman, Iran

Abstract: The purpose of this research reviews identifying and describing the relationship between organizational commitment and creativity of their religious attitudes of managers of Bahonar University. Importance of to investigate this issues is important to several reasons, the most basic aspect of religious attitudes of the axes in an organization And an Islamic society. In fact, the religious attitude of a great help to improve the capacity and commitment of individuals and managers It is worth noting that the results show Shortcomings in these variables (Religious attitudes and organizational commitment) How it affects the perception of creativity. The results can make improvements in this area the population of this research are Bahonar University administrators. The population is 100 people in total. It seems to be due to the low number of directors of a number used by all. And research questionnaires will be distributed among all managers. In this study, the most common technique used in the survey questionnaire was used. And construction of the questionnaire is closed. In order to analyze the data using descriptive statistics and inferential statistics were used. Descriptive statistics for all tables and inferential statistics to confirm or reject hypotheses and statistical tests. One-sample t-test as appropriate to the variables and their distributions were used in the statistical community. SPSS software for data analysis has been applied. Multiple regression analysis also showed that the total inputs to the model, only changing organizational commitment was confirmed Alone is able to 9.40 percent of variability in predicting and explaining the creative directors. Between religious attitudes and organizational commitment among managers had significant positive correlation found.

Key words: Religious attitudes; Managers; Shahid Bahonar University

1. Introduction

Rapid global developments in science, human societies have prompted a new approach seeks to increase his ability to cope with such changes. In fact, dead in a changing world today for an organization or a country that is in every size, with the result but not destroyed. Creativity and innovation are not a necessity, but as a condition for the survival of any organization or community .the education and skills necessary for the use of human talent emphasize religious attitudes, Set of beliefs, feelings and actions of individual or collective, which revolves around the concept of ultimate truth can be based on different religions together, single or multiple, specified or unspecified, divine or divine, and so considered. Organizational commitment and creativity, critical attitude and work organization during the last years the interest of many researchers in the field of organizational behavior and psychology, social psychology has been particularly. Organizational commitment of the positive or negative attitudes toward the organization (not jobs) in which they are working. Organizational commitment to the organization in a strong sense of loyalty. Through his organization recognized. Creativity and produce new ideas by managers and employees in the organization has a special significance. This will be a good place. Creativity inherent in human existence has been entrusted to the creative manifestation of the divine and human organizations are successful today. And cannot survive in the competitive world of thoughts and ideas that are constantly on the application. This is possible by creative directors and employees. Under the management of the organization, the ultimate success and even survival rate planners the ability depends on innovation and applying new ideas. Commitment can also act as an obstruction perception in solving problems creatively. As soon as people committed to a particular point of view or solutions are defined, It is likely that the obligation to follow. Given the above, the present study aimed to investigate the relationship between organizational commitment and creativity were the religious attitudes of managers.

2. Statement

One of the factors affecting the performance of the organization is a religious one. Religious attitudes on the part of the overall vision of human events, it refers to the first cause of existence, the question of fate, the power of man, of a feeling of

well-our material resources, and so on good and evil. Since supernatural religion, among other mechanisms, through their effects on aspects of cognitive, emotional and behavioral disorders and the rules governing the daily lives of people affected. So significant role in people's lives will be. Given that organizations with solutions to today's problems cannot be solved yesterday and forecasting future problems will not solve the problems of the future need for action. The environment is so complex, dynamic and uncertain, which in other organizations can superficial changes in the structures, methods and systems, etc. to ensure their long-term survival. The hand with the development of technology and the machine works, Human activities in organizations is deformed Comes in the form of intellectual work that requires creative thinking and promote creativity among organizations is more than ever before. So get creative managers who thrived in the revival and growth can be expected for them. Conversely, any amount that creativity does not grow stagnant industrial, scientific and cultural rights should be there for them. Among the issues and concerns of organizations is that people are creative enough to do their job. It is important that everyone can be creative with their special abilities. But why people are helpless in dealing with issues. They learn about the lack of creativity and organizational commitment. The tremendous power of your mind and those who have realized the Self, have developed their creative talents, Have presented evidence that we can have confidence that if we nurture creative thinking and creative thinking to reach the last stage of waking dreams, Will be able to accurately analyze problems and find more effective solutions to the problems we have. Role in the management of innovation and creativity that the main factor is essential and very important and sensitive Because of creativity and innovation in people's ability and talent can create, promote and encourage or he can prevent this behavior is vital. The teachings of Islam joined in the human origin of creative thinking and problem-solving potential of new. And best practices of the human brain is thought to account. Rational thinking as a key strategic role in life is considered important. According to the above, this study aims to investigate the question is how religious attitude can cause organizational commitment. Eventually bring creativity among managers.

3. The importance and necessity of research

Considering the importance of the attitude of the individual's life. Some experts go so far as the main topic of social psychological attitudes know. Defined as the study of the attitudes of people. (All port, 1983: 20). One of the benefits is that attitudes and behavior are crucial. This assumption implicitly imply that the attitude of the people can change their behavior (Thomas, 1971, quoted Karim, 2007). Another important attitude is that a personal point of view about things, she needs fresh thinking and

decisions can be tough. And habitual behavior of things, mold, clear and predictable result. And therefore his social life is easy. Being aware of the attitudes people may be important. To know if people's attitudes cannot predict their behavior. And have control over their behavior (Karim, 2007: 20). The religion of peace of heart and soul, and the satisfaction of many anxieties and fears save. And a psychological support is needed. The most basic and most important healthy. Mental unity and religious commitment. As a result of religious beliefs in the formation of healthy personality and a major role to continue as normal. As big as he says: Religious behavior indicates significant activities in the field of religion and religious attitudes that reveal the attitudes of the various categories of religious beliefs and values. Religious attitude is one of the constituent elements of human culture in this country. Studies conducted in different parts of the world, religion as an effective force in reducing stress and increasing life satisfaction and propensity to corruption and have considered. In fact, one of the key variables that can realize the goals of the organization, Organizational commitment, Organizational commitment can simply believe in the values and goals of the organization, Sense of loyalty to the organization, moral obligation, heart's desire and need to stay in the definition of a limit switch to any organization that is made up of relations or organizational norms; This is the organization that is based on the values of the organization, Space or environment. The employee commitment to the organization with ties or organizational norms can act to stimulate the development of their organizational (Ahmad et al, 1999: 8). Community managers, directors of education, especially as a director of various organizations have a heavy responsibility and dangerous. They have the knowledge types, General and specialized knowledge and information "Date" and the new, to advance and promote your organization equipped. This word does not mean that they are alone and therefore do all the work, but also with planning, organizing, controlling, leading and guiding the human and material resources to realize their corporate objectives. attention to address this issue is important for several reasons, The most fundamental aspect of religious attitudes of the axes in an Islamic society is In fact, religious attitude help improve efficiency. This research can be re-emphasis on this topic in our organizations and managers, It is worth noting that these results will show that the shortcomings in these variables (religious attitude and organizational commitment) how it affects their perception of creativity. And the results can make improvements in this area.

4. Research purposes

4.1. The overall objective

Identifying and describing the relationship between organizational commitment and creativity

of their religious attitudes managers martyr Bahonar University

4.2. Secondary objectives

1. Identifying and describing the religious attitude managers martyr Bahonar University
2. Identifying and describing the organizational commitment martyr Bahonar University
3. Identifying and describing how creative directors martyr Bahonar University
4. Understand the relationship between religious attitude managers and their organizational commitment martyr Bahonar University
5. Understand the relationship between religious attitude managers and their creativity martyr Bahonar University
6. Understand the relationship between organizational commitment and creativity of the martyr Bahonar University

5. Research questions

5.1. The main question

Does the religious attitude of managers with commitment and creativity of the University of Kerman there?

5.2. Sub-questions

1. Does the religious attitude managers and organizational commitment Bahonar University there?
2. Do the religious attitude managers and their creativity martyr Bahonar University there?
3. Does the organizational commitment and creativity of the martyr Bahonar University there?

5.3. Research domain

5.4. Subject domain

The objective of this study was to investigate the relationship between organizational commitment and creativity of their religious attitudes managers martyr Bahonar University, whose educational system is majoring in the humanities.

The period

Since this study is the year 2014-2015

The spatial domain

Place this study are Bahonar University martyr.

The unit of analysis

The unit of analysis in this study, the director (person) and all directors of both sexes (male and female) who are serving in Bahonar University of Kerman, part of the study sample.

6. Literature

Research carried out in connection with a religious one:

Brown (1962) study showed that people who are highly religious beliefs, have less symptoms of depression. Goldman (1964) in his study has shown that the belief in the world after death increases with age. Pail ton and Pilkington (1964) concluded that religious beliefs have been very successful in reducing anxiety and to comfort those who went to church, Increased their interminable spirit of mortal belief in life after death are most easily come along with life.

6.1. Research carried out in connection with organizational commitment

Morris and Satyrs (1980) of "the impact of organizational elements" found that the size and scope of the obligation to monitor and control irrelevant, and the legitimacy and continuity of organizational focus and commitment to the job. The employees who lack focus, coherence, more jobs and more formalized rules and methods developed have experienced less than those who have experienced these factors as they feel more commitment, The study of their effect on employee ownership and commitment to study and concluded that contribute to increase the commitment of the employees in the ownership of the. This study showed that participation in decision-making (an aspect of the focus) is associated with organizational commitment. The extent of structural changes can alter the attitude of workers to organize themselves on their commitment is effective.

6.2. Research carried out in connection with creativity

Gretel (1962), Childhood family environment, almost all the people who are outstanding, Childhood family environment, almost all the people who are outstanding, Full of love and learning. At least one of the parents of all the 400 men and women towards the achievement of a creative mind there is a strong interest.
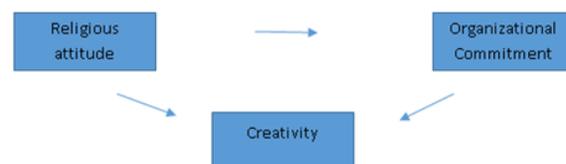
6.3. The analytical model

Fig. 1: The analytical model

7. Method

We will investigate the relationship between organizational commitment and creativity of their religious attitudes managers martyr Bahonar University review. After considering the nature and purpose of the research is descriptive research method is applied.

7.1. Population

The population of this research is Bahonar University administrators. The population is 100 people in total.

7.2. The data collection tools

This is a general questionnaire consisted of 116 questions. Of these 3 questions related variables, 19 questions about social base (the subjective and objective), One questions about the use of the Internet, 7 questions used to measure the content of the Internet, 16 questions about attitudes to the Internet, a question relating to the evaluation of the use of satellites, 5 questions about the content of satellites used, 13 questions about attitude the satellite, 6 questions about attitudes to peer. 45 questions about cultural duality (the dependent variable of the study) is dedicated. This means that we collected 450 questionnaires were distributed among the youth. After removing the inventory problem, 420 questionnaires were collected.

7.3. Reliability and validity of measurement tools

To determine validity of the instruments used to measure the extent to which the desired attributes in the study measures, there are two types of validity, content validity and construct validity of the name was used. The judgment of tutors and advisers, questions forming tool to measure precisely the variables used in the study, so we can assure a high content validity of the measures examined.

7.4. Data analysis

In this study, for statistical analysis of descriptive statistics and inferential statistics were used. Descriptive statistics for all tables. And inferential statistics to confirm or reject the hypothesis. And the one-sample t-test as appropriate to the variables and their distributions were used in the statistical community. SPSS software for data analysis has been applied.

8. The findings

8.1. Descriptive findings

Average creative directors on the scale of 4.115. 165-33 above the expected mean (99) and; Average total commitment on the scale of 5.84. 125-25 above the expected means (75) and the average religious attitudes on a scale ranging from 90 to 18. Equal to 69 above the expected mean (54), respectively.

Table 1: The descriptive statistics for variables

Standard deviation	Variance	Average	The most	Least	
14.4	206.5	115.4	145	91	**Creativity**
3.6	13.2	22	30	12	**Affective commitment**
4.5	20.5	24.7	37	13	**Continued commitment**
7.7	58.6	37.9	55	23	**Normative commitment**
14.2	201.24	84.5	122	48	**Total commitment**
3.1	9.8	27.8	32	20	**Faithfulness**
3.6	13.1	25.9	30	18	**Emotional**
2.5	6.1	15.2	21	10	**Next result**
6.2	38.7	69	80	53	**Religiosity total**

8.2. Hypothesis

First hypothesis

The religious attitude and commitment, there is a significant relationship managers. According to the table, the correlation coefficient between faithfulness and affective organizational commitment (0.149) and with regard to the level of

significance (0.161) and older (0.5 <P) is the relationship between two variables does not exist.

The second hypothesis

There is a religious attitude and creativity among managers. According to the table, the correlation coefficient of religious belief and Creativity (-0.187) and with regard to the level of significance (0.111) and older (0.5 <P), there is a significant relationship between the two variables.

The third hypothesis

Between organizational commitment and creativity, there is a significant relationship managers. According to the table, the correlation coefficient between the affective organizational commitment and creativity (0.549) and with regard to the level of significance (0.000) and less than (0.01> P) there is a significant relationship between the two variables.

Regression

Results of regression analysis showed that the total inputs to the model, Organizational commitment was confirmed and the only variable alone is 9.40 percent of variability in predicting and explaining the creative directors. The results also show that the beta coefficient for a unit increase in the variable organizational commitment, 0.64the dependent variable increases creativity. Conversely, the reduction commitment, the creative directors are also reduced.

9. Conclusion

Although due to employees under financial pressure levels are high. More attention to economic issues and their willingness to work, but gradually people interested in the concept and wanted to do more job autonomy generate their work, So that gives them feel valued. One of the most important issues today with the vast bulk of motivational psychology studies, Sociology and management, expanded, the organizational commitment, and organizational commitment means the covenant and the union of the organization (Matthew and Zakat, 1990; 171).No significant relationship was found between religious attitudes and creative directors. Creativity at least for a community or an organization Tuesday advantages: It increases economic growth, Raises productivity Creates technologies, goods and services Using the phenomenon of creativity and innovation will be able to solve problems that are caused by changes in the external environment to the preparation, if the maximum benefit from the success of not only human blessings, and worse. Across the planet the most fruitful of the creatures. In the teachings of Islam continuous human potential, creative thinking and problem solving new origin, And best practices in human brain is the most complex thinking. Which is equivalent to one hour long with a seventy-year-old is considered equal or superior. Rational thinking as a key strategic role in life is considered. According to the strict orders of Islamic thought and creativity that many verses in the Quran can be found that the emphasis on thinking, reasoning, and creativity is, the study could not confirm this relationship is causal recently. The low Number sample, lack of attention, respondents filled out the questionnaire,

questionnaire or weakness and lack of infrastructure or its compliance with the studied community.

9.1. Recommendations

Proposed in the context of religious attitude
To explore the spiritual dimension of human beings, we need a fresh perspective in psychology and sociology that would identify a new factor into the factors shaping human behavior, and the empirical study of the spiritual in character, relationships, attitudes, etc.

9.2. Recommend on creativity

Simply applying the strategy of focus and creativity should only do one thing otherwise it confuses people. Creativity effectiveness of small places to start. They are not very big and I just have to do a particular task. Creative genius is obtained before the work is. Creativity, knowledge, skill and focus required. It is clear that people are more prone to creativity, but in a limited and specific talents. Indeed, innovators rarely have more than one activity (Drucker, p. 28).

9.3. Proposed in the context of organizational commitment

Create a positive work environment: Managers spend most of their time at work. To create a positive work environment should be healthy competition, exchange intelligence and teamwork is essential in a company. Training and regular feedback: Managers who regularly receive feedback on their activities, have the opportunity to reinforce your strengths and overcome weaknesses move. Balance between work and life: helping managers to balance between working hours and benefits such as health care, exercise programs, etc. Fresh boost to their morale: Establish equality and justice, with all managers should be treated the same way. If an employee taken over by others, may be profound lack of interest in other managers and employees. The performance evaluation is based on specified criteria and the same, they can lead to increased motivation.

References

Abraham, (1986), a healthy personality psychology, translation Shiva turn, Tehran: Goshen.

Aghazadeh, H. and R. M., H. (1383), "organizational entrepreneurs". Journal of prudence, No. 152, page 21-14.

Ali Pour-Reza Hussein, Sayed Hamza and glory, fortune free Hossain, M.; Journal of Mazandaran University of Medical Sciences, No. 66.

Aliped, V. (1383), (check the fit civics textbooks period

All port, Kern Woe Jones (1371), social psychology from the beginnings to the present, translation clerk Gray, Astana Quds Rizvi Mashhad.

Alwen, SM, (1377), public administration, spreading straw, Tehran, eleventh edition.

Amid Ajani, AA (1354), religion and human bond, proof of publication.

Boland, Saturn (1387), based on the theory and practice of religious education

Cultural, Akbar Hussein Ali Zaiden, Ali. (1385) "New perspectives on organizational commitment." Compass magazine, No. 157, pp. 14-17.

Cultural, and zero as s, h. (1385), methods of research in the humanities, printing, publishing dynamic message, Tehran.

Dakoda, A., (1351), the word letter Dakoda, Tehran, Tehran University Press.

Galilee, (1383), "Creativity is the essence of entrepreneurship" Tehran University Press

Ghulam Poor, A., "Creativity and innovation in educational organizations", Journal of Management Education, No. 28, page 8-3.

Grateful, M., "Creativity in Education", Journal of Management Education in the sixth No. 24-23, pp. 95-89.

Grateful, Moran, (1378), "creativity in education", Journal of Management Education in the sixth No. 24-23, pp. 95, 89.

Hafez Nya, M., (1384), Mohamad Ay on research in the humanities, Eleventh Edition, a publication.

Hahn, Martin (2007)" Organizational Commitment" Published: 2007-04-23. Www.ArticlesGratuits.com - Free Articles.

Hariri, Mohammad Yousef, (1378), Dictionary of the Qur'an, Qom, migration publications.

Hashmi, F., (1380), "Strategies for the creativity of teachers and students," Press new test printing.

Hashmi, Fars hid, (1380), strategies to foster creativity in teachers 'and students' test Publications modern printing.

Help develop critical thinking skills), the letters MA, University

Hick, John, (1372), Philosophy of Religion, Tehran, Huda International.

Hussein, Afzal Sadat, (1378), the nature of creativity and ways of developing them, Satan Quds Rizvi Mashhad.

Hussein, Afzal Sadat. (1378). Practices that foster creativity and nature. Rizvi, Mashhad.

Hussein, owner, reason and religious belief, research profile, No. 98.

Khaki, G., (1384), Productivity Management (analysis of the organization), Islamic Azad University, Tehran, Fourth Edition.

Kho sari, (1372), Department of Psychology, the role of critical thinking in religious teachings (Qur'an, traditions, literature), MA thesis, University of SID. Fourth, Sfhat37-53.

Kym Zaiden, M. (1378) 'Organizational Commitment, "Journal of Management 39 November and Persian date Azar 1378

Maslow, Abraham. (1366). Healthy personality psychology, translator she turned away, Tehran: Goshen. .

Messiah Yazd, education, beliefs, Islamic Propagation Organization, Tehran: International printing.

Meyer, John P & Herskovits, Lynne(2001) "Commitment in the workplace: toward a general model" Human Resource Management Review Volume 11, Issue 3, Autumn 2001, Pages 299-326.

Miami, SA. D. (1385), organization and management research approach, cashmere Publications, Tehran.

Mohammad Ahmad Abad, N. (1381), (religious education from the perspective of the cult Votary)

Mohammad Reseal, M., Review: "wisdom of religious belief". Qabalah, No. 23.

Moravian, the grace of God, (1384 - 1383), (religious attitudes of students (Case Study: Higher School of Humanities and Sciences undergraduate students of Islamic Azad University of Tehran Faculty of Sciences, State University for the academic year 1384-1383) the master Agreement, Islamic Azad University, Science and Research.

Mortazavi, M., (1388), the study of religious attitudes (positive and negative) education students, thesis, Islamic Azad University, Science and Research usual.

Mr. Fishing, "creativity and innovation in people and organizations' publications, cashmere, printed.

Mr. S., Galilee "individual and group creativity techniques" Tehran Management and Planning, Public Administration Training Centre.

Mustafa, MJ (1386), a human mind in bondage, Tehran, publisher distracted.

Part, Kern, Y. Jones. (1371), social psychology since the beginning, translation clerk Gray, Rizvi Mashhad.

Pierre Chafe, AR "Fostering Creativity" published by Institute for the Intellectual Development of Children and Young Adults.

Pirkhaefi, AR, "creativity", The Institute for the Intellectual Development of Children and Young Adults.

Pour thoughts, Unseat Ali, (1376), a comprehensive dictionary of psychology, psychiatry, Volume 1, Third Edition, Tehran contemporary culture.

Promise, Ahmed Abdullah, H., (1380), examined the relationship between depression and adherence to Islamic beliefs, Tehran, Education Quarterly, No. 2.

Resaying, A., (1380, 102), "Principles of Management", published by the Tehran.

Resaying, Ali, "Principles of Management" published by the Tehran.

Rosarian, A., (1380), "Principles of Management", published by the Tehran

S. Gentleman, J., "individual and group creativity technique", Tehran, Management and Planning Centre for Public Management.

S. Gentleman, J., (1383), "Creativity is the essence of entrepreneurship", Tehran University Press.

S. Seal, M. and Court, Amir, Islamic Studies, Center for Planning and curriculum development.

Sadat, MA, (1368), Islamic Ethics, Office of University Jihad, the publisher.

Sadat, Mohammad Ali, (1368). Islamic ethics, office SID: the publisher.

Safari, Amanullah, words Humanities, Tehran court publishing company.

Safari, F-word vocabulary Humanities Institute Publication word.

Said October, M. and Court, Amir. Islamic Education Center of planning and curriculum development.

Serajzadeh, Hussein, religious, old and new generations, Culture and Research, No. 158.

Sharon, H., (1374), the effect of self-esteem on the performance of boys and girls, Journal of Educational Sciences, tenth year.

Siobhan, J. and Mohammad, M., (1387), Islamic Thought 2, Qom, published by the Office of Education.

Sky, MA. (1387), "Organizational Commitment of Teachers and its influencing factors." Journal of Human Sciences [Imam Husain Islamic Education, 8, 17, serial number, September and October, pp. 124-97

Sugar now, Hussein. (1374). Tasers esteem the performance of boys and girls, Journal of Educational Psychology, tenth year.

Swarmed, g. And businessman, AS. And Hejaz, a. (1385), Research Methods in the Behavioral Sciences, informed Publications, Tehran.

The letters MA, College of Education, University of SID.

Torrance, Yi Paul, "and ways to test and develop their creative talents and skills." Tehran publication of the new world.

William James' philosophy of religion), the end of the letter, Ph.D., University Teacher's College SID.

Zaiden, Good News (1387), (relationship between critical thinking and achievement motivation), the letter