

Organizational creativity and innovation of teachers and administrators in middle schools

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Abstract: This is a descriptive study of correlation. The researcher sought to determine the relationship between organizational creativity and innovation with teachers and administrators in schools are girls. The population of this research is all female school teachers and administrators working in school are girls. Managers using full census sampling and cluster sampling are a sampling of teachers. In this study, two questionnaires were used as research tools. The main hypothesis is that organizational health survey showed a strong relationship with the creative and innovation teachers and administrators. According to the Pearson correlation coefficient (0.409), as was expected, Intensity or high beta coefficient is a measure of the variable. The results show the importance of organizational health as a research topic, and it has made the important concepts of organizational behavior.

Key words: Organizational health inventory; Creativity; innovations; Teachers; Administrators; Secondary schools

1. Introduction

Education as the basis and foundation for the development of cultural, social, economic and political community. Today, in most countries, education is a growth industry. After much public funding allocated to the defense. Since a significant part of the education takes place in schools. School as a social system is critical if schools have a special place they can bear a daunting task, which is the best way to do that is healthy and dynamic organizations, (Alagheband, 1999).

One of the best and most obvious indicators of organizational health, organizational effectiveness, The procedure to create a new sound, moving toward a new goal, a new production runs, And their transformation over time tends to be different. Can be said to remain constant change and grow and develop. Refurbishing attribute their organizational health (Alagheband, 1999).

As a result of successful innovations and change, Successful organizations and their impact on the security of what they know and do not take refuge. But his attention to higher needs such as self-discovery and creativity development oriented to meet the needs of innovations and change ends and not be afraid. Administrators shall cause to believe that the pace of change and accept new thoughts and new ideas to help his organization's success. Successful and memorable and dynamic with environmental conditions and needs change. Stability properties of narrow minds and the fear of change caused by accustom to the status quo dogma, insecurity, and lack of modern practices. Resulted in the loss of resources (Zahedi, 1997).

In our era of change and innovation, expansion, self-sufficiency and independence, improvement and upgrading of the main objectives of the society are considered. Education as one of the major institutions of society is never far from new social issues (Alvani, 1996).

1.1. Description

Organizational health conditions that facilitate the growth and expansion, or impede the dynamics of the organization. Healthy organization is an organization that not only the environment but also lasts for a long period of adaptation is also sufficient. Ability to survive and adapt to the constantly expanding (Hevi and Miksel, 1997).

Matthew and Miles first theorist of organizational health inventory. Dimensions and determinants of organizational health and well thought desirable goals from categories, sufficient communication, cooperation possession, suffer from resource productivity, cohesion, morale, innovations, independence, adaptability and problem solving are considered (Alagheband, 1999).

One of the conditions for the emergence of new ideas, especially school administrators and teachers there equilibrium to the brain. For this reason it is necessary to create conditions in schools in which the brain to think and evolve. Employing elements of organizational health inventory can be soothing atmosphere in the school to try to cover. The staffs know the school well and provide useful targets and ensure its survival (Alimoradi Arber, 1997).

Given the importance of creative thinking and organizational health inventory, both in schools and educational organizations in particular are necessary. Check us out on these two issues would

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assist in the education of students. As competent administrators_ Teachers and thereby enable the students will be able to follow. There is no doubt that school that managers be creative and organizational health. School students are better able to achieve their desired goals guidance. This research seeks to influence or reject the relationship between creative organizational health administrators and teachers. By identifying the relationship or lack of relationship between the two hatches can be opened again in the election of administrators.

1.2. The necessity and importance of the research

Study and research in the field of organizational health in the selection, recruitment, employment and hiring managers who are involved in education will help with understanding the organizational health of schools, lack of features, strengths and weaknesses of management, intellectual abilities necessary physical and managers, and so enlightened and scientific and professional as possible causes of school affairs and the avoidance of non-strategic (Salimi, 1999).

This state of organizational health in our country, particularly in relation to schools has a long history. Introduction of a deeper study of this kind can, in order to improve the education system. Make managers aware of the risk factors are organizational health. The success and safety of students and teachers and other staff are an effective learning environment.

Creativity is one of the issues that were theory emphasizes individuals and organizations. The action is not taken. Creativity and innovation in each period on the fundamental ability of the human mind, has been the main target schools (Shabani, 1991).

1.3. Users use the resulting research

The research in the field of education. These are responsible for the education system; teachers and administrators can use the results.

2. Research Methodology

2.1. Type of research

This study was a descriptive, correlational, and researchers seeking to characterize the relationship between Organizational health inventory creativity and innovation with teachers and administrators in schools are girls. In analyzing the data, using frequency tables, charts, bar description of the demographic characteristics (age, work experience, education, and marital status) administrators and teachers is presented. And then using the Cronbach's alpha measure of reliability is to prove the validity of the questionnaire. And the Pearson correlation coefficient to determine the relationship between

variables (to accept or reject the research hypothesis) and then used to give a linear relationship between variables was assessed using linear regression.

2.2. Measuring instruments

In this study, two questionnaires were used as research tools. Creative questionnaire consisted of 50 questions - the answers are. This questionnaire was used to measure the amount of creative directors that is coined by round step 1979, the journal has been published in the journal staff.

2.3. Organizational health questionnaire

The questionnaire with seven questions that the overall patterns of behavior and interaction, especially within schools are defined as those dimensions is:

Structural unity, Principal intrusion, Considerable work, construction Rate. Support Resources, and The scientific Morale. The questionnaire consists of 44 items that will be completed by school administrators and teachers.

2.4. Test reliability using Cronbach's alpha

The reliability using Cronbach's alpha for each of the variables (Organizational health inventory, academic stress, Morale, resource support, principal intrusion and Structural unity) as follows achieved, since Cronbach variables this latest win came at a high level, so the validity or reliability of the questionnaire was confirmed. The results are shown in Table 1.

3. Research purposes

3.1. The overall goal

The relationship between organizational creativity and innovation managers and teachers of middle school girls

3.2. Detailed purposes

1. The relationship between organizational creativity and innovation in the construction of a girls' middle school teachers and administrators
2. The relationship between organizational creativity and innovation in the impressive cast with female middle school teachers and administrators
3. The relationship between organizational creativity and innovation resources to support teachers and administrators at the middle school girls
4. The relationship between organizational health in the spirit of creativity and innovation, administrators and teachers, middle school girls
5. The relationship between organizational health science with an emphasis on creativity and

innovation later Administrators and teachers in middle school girls

6. The relationship between organizational creativity and innovation in the institutional integrity of a girl's middle school teachers and administrators

7. The relationship between organizational health directors came up with innovations teachers and administrators at the middle school girls.

Table 1: Cronbach's alpha coefficients for the variable

Cronbach's alpha coefficient	Variables
0.862	Organizational health inventory
0.907	Creativity
0.769	Academic emphasis
0.741	Morale
0.801	Sources of support
0.756	Structure
0.783	Gary consideration
0.772	Director intrusion
0.808	Structural unity

3.3. Literature:

Healthy school environment and parental unreasonable pressure is prevented. The teachers are supportive of the school and the teachers are committed to conducting our business are high and attainable goals for students to consider. Motivation and student learning is respected and successful students (Hui and Mykel, translated by Syed Abbas

Zayden, 1997). (Hussein, 1997). astern Robbins (1991) the way they were meant creative ideas and the ability to combine ideas in a unique way to express yourself by creating a continuum between them. Scientific, aesthetic, and social technologies are considered valuable

3.4. Conceptual model:

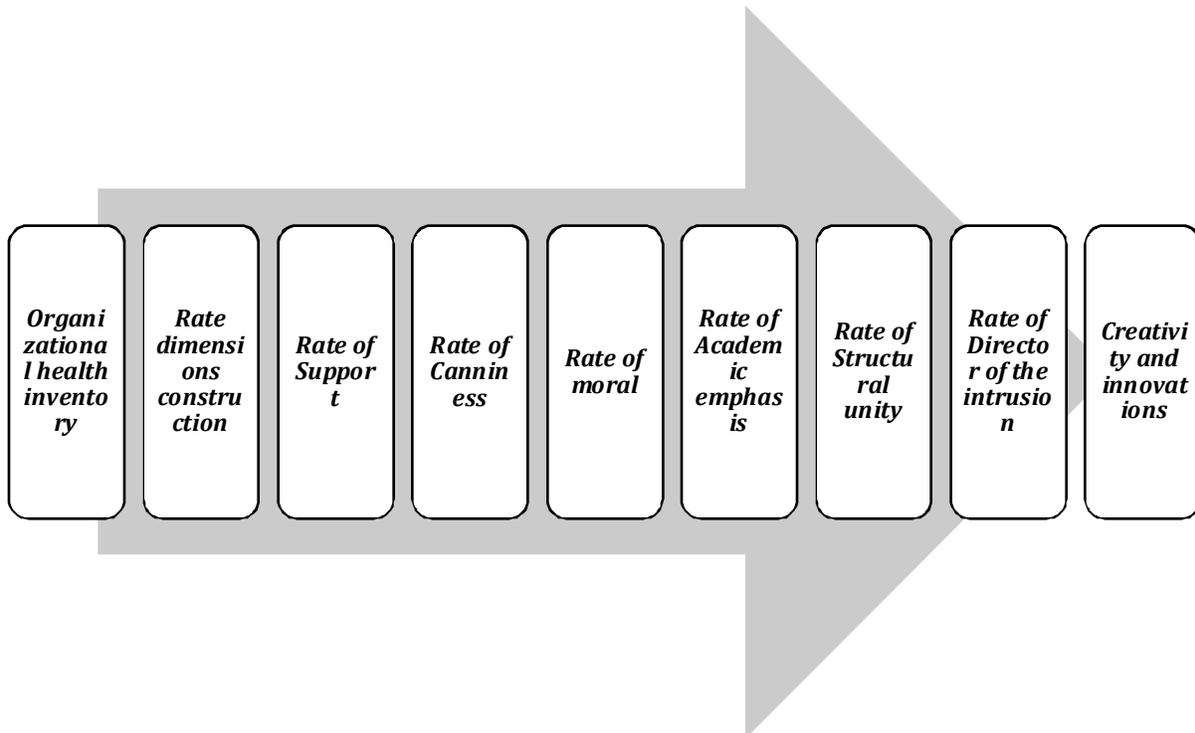


Fig.1: Conceptual model

4. The main variables

Questionnaire data, scientific data on the variables: creativity and innovations, Organizational health inventory, academic stress, Morale, support resources, Gray noted, intrusion Director, Structural

unity are measured by questions of administrators and teachers in high schools is and the mean and standard deviation of variables in the Table 2.

Table 2: The mean and standard deviation of variables

Standard deviation	mean	Variables
0.23	2.44	Organizational health inventory
0.36	2.31	Creativity
0.50	2.18	Academic emphasis
0.42	2	Morale
0.38	2.68	Sources of support
0.39	2.58	Structure
0.38	2.42	Gary consideration
0.41	2.33	Director intrusion
0.15	2.53	Structural unity

4.1. Secondary research hypotheses review

Correlation statistics that are used to measure the strength or degree of linear relationship between two variables is used. The most famous of the correlation coefficient, Pearson's correlation. This coefficient is defined such that it takes values between -1 and 1. The larger the value, regardless of its sign, the correlation between the two variables is greater. A perfect correlation occurs when the value of one variable from the values of other variables that can be precisely predicted. The Pearson correlation coefficient is 1 or -1. When there is no relationship between two variables, Pearson's coefficient will be zero.

4.2. Examine the main hypothesis

(The relationship between Organizational health inventory creativity and innovation with school administrators and teachers) Pearson correlation coefficients between the enterprise and the changing health innovations stated in Table 2. Since the p- value for the test resulting in Table is less than 0.05, so we conclude that the two variables and changing Organizational health inventory innovations, there is a linear relationship.

4.3. Secondary research hypotheses review

This first sub-hypothesis (the relationship between Organizational health inventory structure and innovation) having concluded that the two variables in the Structure and changing Organizational health inventory innovations, there is a linear relationship.

4.4. Check the second sub-hypothesis

(The relationship between Organizational health inventory creativity and innovations in consideration) Pearson correlation coefficients between the variables in the consideration and changing Organizational health inventory innovations related to test elicited Quantity given that p is less than 0.05, so we conclude that the two variables after changing innovations in organizational health consideration linear relationship exists.

4.5. Examine the third research sub-hypothesis

(The relationship between Organizational health inventory dimensions Support creativity) Between two variables in the organization of health and Support creativity and innovation variable is a linear relationship.

4.6. Review of the fourth sub-hypothesis

(The relationship between Organizational health inventory sciences with an emphasis on the creative) We conclude that the two variables are the focus of academic and Organizational health inventory innovation variables are linearly related.

4.7. Review of the fifth sub-hypothesis

(The relationship between Organizational health inventories in the Morale of creativity) We conclude that the two variables of organizational health and Morale after changing innovation, there is a linear relationship.

4.8. Review of the sixth sub-hypothesis

(The relationship between Organizational health inventory creativity and innovation in the Structural unity) We conclude that the two variables at the Structural unity and Organizational health inventory

creativity and innovations variable is a linear relationship.

4.9. Review of the seventh sub-hypothesis

(The relationship between Organizational health inventory in later intrusion creative Director) We conclude that the two variables intrusion Organizational health inventory dimension and variables Director Creativity and innovation is a linear relationship.

4.5. Note

All research hypotheses were accepted, the next section seeks to provide a linear relationship between innovation and other variables in our study.

5. Discussion and conclusions

Main hypothesis of this study suggest that Organizational health inventory innovations with teachers and administrators have a strong relationship. This means that according to the Pearson correlation coefficient (0.409) as expected the-go, or extremely high beta coefficient is compared with the criterion variable. Even the high correlation value in place of individual communications components with higher criterion variables. The Organizational health inventory relationship with other variables such as organizational climate (Hoy and Myself, 1993-1996), performance management (Iskandar, 1998) and Morale (Tahirih, 2000) is also high. This analysis shows the importance of organizational health. So better omen in our organizations, especially schools that are more human, more attention is given to this issue. The elements of Organizational health inventory are also reminded that according to the results obtained in the fourth quarter related to creativity and innovation. But according to this research, other research has been done to their relationship with the dependent variable Organizational health inventory components, or your proof has been approved. As Alexander (1997) writes in his research that features seven has the integrity, intrusion and remained Director Components have direct positive relationship with performance management. It is important to be able to analyze and understand the other concepts of a concept to conclusion. Creativity and innovations in the same way that the independent variables have a significant influence.

6. Suggestions for research

While stating that the results of this study and other similar studies mentioned above, the organizational health is very important. Therefore, it is necessary to provide practical recommendations based on the results of this study. Including:

1. Educational Management concepts such as knowledge management, organization learning and teaching of modern management issues are the most up to date.
2. It is suggested that the in-service teachers, assistants and office staff, to open up and show the importance of creativity and innovation for the sustainable organization and move to allow people to create a liberal have more idea.
3. That the latter can be tested in other organizations to be clear that culture and climate and the organizational environment other organizations who are an effect on the creativity.

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