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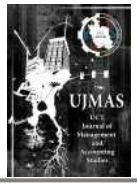

Available online at **http://UCTjournals.com**

UCT Journal of Management and Accounting Studies

153-155(2016)

Explaining the Quality of Teamwork and Organizational Agility in the Mining and Industry Organization of Bojnoord

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ABSTRACT

This study aimed to investigate the relationship between the quality of teamwork and organizational agility of Bojnoord mining and industry organization, has been carried out according to a method of research based on solidarity and purpose, time and location, functional, prospective and retrospective, library and field (eg, scrolling). To collect the data, two standard questionnaires of teamwork quality and organizational agility with alpha (0.925) are used according to data and the number of employees serving in the Bojnoord mining and industry organization were 320 persons. Based on Cochran formula samples taken, 140 were determined, so he collected data to summarize data with statistical software Spss 21, after evaluating the normality of the data and confirm the scale used, the research hypotheses using the techniques one-sample t-test and correlation test was used to check the status of dimensions and variables. The results showed that the quality of teamwork and organizational agility by ensuring is 0.095.

Original Article:

Received 5 Sep. 2015
Accepted 20 Nov. 2015
Published 30 Mar. 2016

Keywords:
organizational agility, quality of work, communication, coordination, teamwork

Introduction

In recent years teamwork as one of the tools used in response to competitive challenges mentioned, so that teamwork as a way to increase organizational flexibility and achieve other benefits such as reducing the cost of administration, accelerate time to order, innovation, effective decision making, work ethic is considered higher and better serve (Aramon et al quoted Morgan and Glickman et al. (1992). 2009: 59) Especially with regard to the formation of autonomous teams and team members of staff morale have improved, because they all participate together in all the work involved (l. Daft, 2012, 269). In general, the growing use has caused organizations to outputs without adding to consumable items or achieve greater range (Robbins, 1943: 538); In fact, according to rational perspective tends to pursue collections organizations are relatively well-defined objectives and relatively organized with forms of social structures are (Rahmanseresht, 2012: 47). As a result, teams in the twenty-first century strategy in addition to the flexibility that is necessary to deal with fundamental changes need to look at collaboration as a way to enter the international market (Haqqanian Najafabdi, 2013: 158).

It is noteworthy that in recent decades a significant increase in the use of teamwork in organizations there. Evidence shows that in mid-1990, more than 55 percent of manufacturing companies England from groups who in your organization have (the same source, quoted by Parker and William 2, 2001) and in the last twenty years are also subject to team performance particular attention has been paid and the performance measurement team (ibid: 60), because the more powerful teams of people capable of work (Blanchard et al., 1939: 102). Hence, a critical factor for many successful organizations are effective teams (Nadimi et al. (2013); quoted in GE & Yang, 2011, Schippers et al, 2007 and 32007: 64). Among other reasons, as well as the importance of teams in organizations is important in the global business environment, organizations are increasingly reliant on systems projects that its members scattered around the world. Technology, especially communications networks, the team has developed beyond the traditional walls and enable them to share information, resources and knowledge is (Haqqanian Najafabdi quotes Marquardt, 2013: 161).

In connection with the quality of team work and team work has various definitions, for example; the small number of people with complementary skills is said to have a single destination, committed to the objectives of the joint action, an integrated approach to all issues and are responsive to their approach; and the other team defined a set of officially designated people said that to do so in order to fulfill the organization's mission successfully linked together (Rezaeian, 2007: 4). In another definition set defined by two or more persons who interact dynamically linked and coordinated with each other in order to target or shared value and also has a role or complementary skills to the objectives (Arefi and colleagues quoted Youssh (2007), 2012: 37), as well as different researchers, different aspects considered for teamwork. For example, Hoegl & Parboteeah (2007), for the teamwork, six communication, coordination, balance organ donations, mutual support, and integration efforts have addressed. Baker and

colleagues (2010), to skills, teamwork four aspects of monitoring, mutual support, leadership and communication have addressed the Hoegl and & Gemuenden (2001) to check the quality of teamwork, six communication, coordination, balance contributions of members, support mutual effort and cohesion reviews have (Ghalavandi et al., 2014: 114 and 115). Hoegland & Gemuenden were following in his 2001 article; instruments define the quality of interactions within the team and show some team performance to predict.

Of course, before and after these two, many people sought to define its function to predict the surface structures that support only some of them experimental studies.

Most of them are just theory and previous empirical studies have been developed based on a review of the order Hoegland & Gemuenden have gone a step to the existence of this instrument is (Kazemi, 2013).

In this study, based on models Hoegland & Gemuenden (2001) to measure the quality of teamwork among employees of the following six components of the standard; communication , coordination, mutual support , effort , balance of contribution, and cohesion have used and consider reforms by Kazemi et al (ibid) to help improve the reliability and validity of the measurement tool (combination of effort and balance participation and component extension decision), on which we are to influence all these sub-components on the dependent variable organizational agility measure because with increasing pressure to find new ways to compete effectively in a dynamic market faced eight World (Nick poor and the Selajeghe, 2010: 170-169). As a result, the enjoyment of the benefits of organizational agility "agile organizations are more integrated than its predecessor organizations, the effectiveness of all components together provide a comprehensive exercise, always with an emphasis on work and the continuous movement, the goals of these organizations, weekly, or even daily change and enhances the development process and its implementation are (Aghaee and et al., 2014: 39 according to the research conducted in this regard stated: Ghalavandi and colleagues (2014); the results of his research entitled "The relationship between social responsibility and teamwork Uromieh University Staff" to point out that team work, and interact in groups can be regarded as a lever for synergy between the capabilities of individuals, and the title.

Nadimi et al. (2013); the results of a study entitled "Effect of founding team reflects on team performance in project teams" acknowledge the importance of team processes (reflective team learning and team) to improve team performance in project teams, often in an environment with high uncertainty operate, support, and in the meantime, boosting behaviors such as seeking feedback can be a facilitator of the relationship between performance and reflection.

Langfrd (2004), in a study entitled "The negative effects of high confidence and independence on the 71 autonomous executive management students" to the conclusion that the very high level of self-confidence among team members can lead to the members of the monitoring each other are reluctant to do so. This research has revealed that a combination of individual autonomy high performance with low monitoring team will be difficult, but when autonomy is low high confidence can lead to greater performance (Solemoni, 2008: 65).

Research method

realms of time and space study population included all staff Bojnoord mining industry, which is 320 sample size of 140 people in this study is to collect data through questionnaires. The case that a questionnaire based on Hoegland & Gemuenden model for measuring the quality of the staff team and a questionnaire based on Goldman and colleagues to measure the agility of organizations that are respectively 37 and 27 statements were used. According to the objectives mentioned in this study after determining the amount of alpha both questionnaires for data analysis using statistical software Spss 21, Descriptive analysis of variables for parameters (mean, median and mode) and dispersion parameters (standard deviation, variance and scope of change), also in the deduction of the Pearson correlation coefficient, independent t-test and ANOVA was used.

Test hypotheses

"There is a significant relationship between quality of teamwork and organizational agility in the Bojnoord mining and industry organization"

Pearson correlation coefficient between the two variables of teamwork and organizational agility 0.600 quality is obtained. 0.001 is also obtained a significant amount of less than 1% error level shows the observed correlation is significant and therefore with confidence 95% there is a significant relationship between the quality of teamwork and organizational agility.

Hypothesis (1)

"There is a significant relationship between communication and organizational agility organizational in the Bojnoord mining and industry organization."

Pearson correlation coefficient between the two variables 0.390 communication and organizational agility is obtained. 0.001 is also obtained a significant amount of less than 1% error level shows the observed correlation is significant and therefore with confidence 95% there is a significant relationship between communication and organizational agility.

Hypothesis (2)

"There is a significant relationship between coordination and organizational agility in the Bojnoord mining and industry organization."

Pearson correlation coefficient between the two variables 0.432 coordination and organizational agility is obtained. 0.001 is also obtained a significant amount of less than 1% error level and shows the observed correlation is significant, with 95%, so there is a significant relationship between coordination and organizational agility.

Hypothesis (3)

"There is a significant relationship between working and organizational agility in the Bojnoord mining and industry organization".

Pearson correlation coefficient between the two variables 400/0 efforts and organizational agility is obtained. 0.001 is also obtained a significant amount of less than 1% error level and shows the observed correlation is significant, with confidence 95%, so there is a significant relationship between effort and organizational agility**.**

Hypothesis (4)

"There is a significant relationship between mutual support and organizational agility in the Bojnoord mining and industry organization."

Pearson correlation coefficient between the two variables 0.38 support and organizational agility is obtained. 0.001 is also obtained a significant amount of less than 1% error level shows the observed correlation is significant and therefore with confidence 95% there is a significant relationship between mutual support and organizational agility.

Hypothesis (5)

"There is a significant relationship between decision-making and organizational agility in the Bojnoord mining and industry organization."

Pearson correlation coefficient between the two variables 0.390 decision-making and organizational agility is obtained. 0.001 is also obtained a significant amount of less than 1% error level shows the observed correlation is significant and therefore with confidence 95% there is a significant relationship between decision-making and organizational agility.

Hypothesis (6)

"There is a significant relationship between solidarity and organizational agility in the Bojnoord mining and industry organization"

Pearson correlation coefficient between the two variables 0.510 solidarity and organizational agility is obtained. 0.001 is also obtained a significant amount of less than 1% error level shows the observed correlation is significant and therefore with confidence 95% there is a significant relationship between solidarity and organizational agility.

After checking normality of variables, one-sample t-test to check the status of variables is used. Respondents views about the importance of each factor and dimensions of the one-sample t test were investigated. In this test, the null hypothesis (H0) is based on the studied variables was not favorable and the alternative hypothesis (H1) also claimed test. Since the data were collected with a 5-point Likert scale, the average number 3 is the middle point Likert intended; Friedman test was used to rank the factors research. Friedman rank the importance of knowledge 7.600 is the best situation. Customer responsiveness with a score of 6.380 in second places is important. Virtual performed with a score of 6.100 in third places is important. For the significant difference Rank the importance factor of the test statistic Z is used. A significant amount is very small and is estimated about 0.001.

Conclusion

According to the research findings to the conclusion that the quality of teamwork and organizational agility and there is a significant relationship between qualities linked together teamwork and organizational agility. Teamwork and group interaction has acted as a lever for synergy between the capabilities of employees as a result will lead to organizational agility, so recommended; Understanding and strengthen the quality of teamwork among the staff of the senior managers is considered more.

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