

The relationship between organizational culture, organizational commitment of Tehran Football Accosiations

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ABSTRACT: This study examined the relationship between organizational culture, organizational commitment of Tehran Football Accosiations was conducted. The study population consisted of 120 employees Football Federation of Tehran Province using stratified sampling method and sample size of 91 subjects was determined Cochran formula The research was a descriptive - correlation and the purpose and application of field data collection and analytical methods from the perspective of the event. To review the organizational commitment questionnaire variables Allen and Meyer (1991), Organizational Culture Danny Sun (2000) was used Cronbach's alpha was calculated using Cronbach's alpha reliability likewise present paper questionnaires were calculated for 87.6% 84.9% respectively in order to analyze the data The descriptive indicators and tests K - Smirnov normality, Pearson, and use SPSS18. Correlation results showed a significant positive relationship between organizational culture And creativity (0.0001=, $p \leq 5\%$) there. Results also showed that components of organizational commitment has no predictive power.

Keywords: Organizational culture, organizational commitment, Culture Compatibility. Tehran Football Accosiations.

INTRODUCTION

Organizational culture is that set of beliefs, values, work styles and relationships that distinguish one organization from another (Alexandris , 2007). Alvesonn (2005) deconstructs work styles in organizational culture into power oriented culture which is characterized by strong emphasis on the hierarchy and an orientation towards the person and role oriented culture which symbolizes the typical burecracy a tall organization narrow at the top and wide at the base where roles and tasks are clearly defined and coordinated from the top. Internal organizational policies and practices influenced by the organizational culture, employee commitment in terms of employee beliefs in the goals and values of the organization, their willingness to exert effort impacts on service quality among customer contact employees and it affects whether or not customers are satisfied and willing to return to the company for re-purchase (Meyer, Allen, 1996). Attitude is an important job and organizational commitment during the past years many researchers interested in the fields of organizational behavior and psychology, especially is social psychology. This attitude changed in the past three decades is perhaps the most significant change in the scope of a multidimensional approach to the concept of a one-dimensional approach. Also, given the recent developments in the field of miniaturization and integration companies in other businesses, including a number of commentators have remarked on it to have The effect of organizational commitment on key variables including management turnover, absenteeism and reduced performance review and therefore it is unnecessary. Abosag (2012) in a study of transformational management, organizational culture and job satisfaction in Canadian sports organizations did And concluded that managers who score high marks in the radical transformation of the organizational culture and employees' job satisfaction level is higher (Abosag ,2012). creative and thoughtful person and get creative with regard to the environment adaptability of creativity in the has The organization should encourage creative people and creative

people to advise of (Xiao. Zheng, 2010). Participatory culture: The culture emphasizes the involvement and participation of employees in work Changing expectations and accelerating the external environment is the goal of this mode is to meet the harsh environment and increase efficiency. terms of corporate culture employee involvement in creative work, the sense of responsibility and belonging in the direction of an organization that is committed to the goals and activities of an organization is how much increasingly (Korte & Chermack, 2007). However, some people refuse to accept the view of another team that has not lost its importance Organizational commitment. Therefore, this article is a summary of multidimensional can also patterns and attitudes about the importance of supporting and opposing Organizational commitment also be more fully expressed (Skerlavaj and Youngmin, 2010). Organizational culture and programs should be designed to increase workers belonging to the organization to provide. The culture is stronger, the more people, the most familiar organizational goals, values, cultural organizations and to accept their responsibility and commitment. In such a situation with strong management to improve employee satisfaction and morale, motivation and interests of workers, the impact on organizational performance and effectiveness (Abosag ,2012). Creativity and commitment of each person's main weapon against stress from work and daily life and the wonderful things he has been a.'s Craft, and the commitment of duty and loyalty to establish and strengthen and employees of the career arouses more and more willing to work and work as a partner to meet the demands of his job that they raise (Celep and Yilmazturk, 2012). Suitable organizational culture of open and constructive atmosphere, and there may be grounds for creativity. Way to get things organized for the staff of the organization's culture is defined, the same organization that existed in the element can be seen Common and permanent characteristics that distinguishes the organization from other organizations in other words, organizational culture defines social identity (Swailles,2002). Since the organization's culture, including the growth of any organization that values are formed and how the organizational culture in higher levels of relatively unchangeable forms and Embed behavior management model through the hierarchy and are moved to the next (Park,2012). Organizational culture on all aspects of the urban transition and the impact of the phenomenon is far from the influence of organizational culture on employee creativity is not to deny the And understanding of organizational culture and change in order to make it an effective tool in a creative goals can help build an organization's employees. In fact, we know that today's successful organizations are able to survive in the competitive world Constantly in his thoughts organized to operate and this is possible by creative directors and employees in educational organizations and the importance of the base is. Education is one of the most important tools for educating and training the next generation of heavy-duty manpower that every community has the responsibility to identify the features and characteristics of course, education is a key step in the research, educational purposes So obviously the corporate culture of environmental factors that can affect the creativity of employees in any organization. From an organizational perspective, culture, creativity and commitment to the organization as a provides stability (conductor,2012). According to Reynolds, culture, social system, increase your strength and improve their knowledge and shape their behavior. Byanknd saying it is acceptable cultural standards and principles underlying the task of not only the organization, but to ensure the survival and dynamic organization. According to the research and innovation culture in a three-layer artifacts, values and basic assumptions form of support isAccording to the above description and generally lack sufficient knowledge of the discussions, especially in relation to Tehran Football Accosiations and shortcomings of research in this area Whether between organizational culture and organizational commitment of its components and the relationship is significant.

MATERIALS AND METHODS

Research tools:

a questionnaire survey to gather information about the following:

1 - General Information Questionnaire: Contains profile based on individual characteristics of the respondents to the survey were used.

2 - di San organizational culture questionnaire: a new model for understanding organizational culture model of San Danny is complete and has been designed in 2000. Organizational culture and commitment to participate in the 4th dimension, consistency, adaptability, mission will be evaluated. This questionnaire has 60 questions, each of 15 questions on an index that measures the Likert scale value is 5.

3 - Allen and Meyer Organizational Commitment Questionnaire: This questionnaire has been developed by Allen and Meyer (1991), which contains 24 questions with Likert scale value is 5 and 3 depend on the commitment, continuous commitment, which measures the norm Undertaking the next question is of 8. To evaluate and compare the data, descriptive statistical inferences from the data analysis and for statistical testing Smirnov and Pearson and spss software, and the significance level was $P \leq 5\%$.

RESULTS AND DISCUSSION

The 91 Staff Tehran Football Accosiations who participated in this research had a 55.3% (50 males) and 44.7% (n = 41) of them were women and 74.2% (67.34patients) Married 25.8% (23.66cases) of single and 8/25%(n = 23) of them had a high school diploma and 6/7% (n = 8) of degree Diploma and 48.5(44) Bachelors Degree and 18.2(16 students) They have a master's degree or higher.

Table1. Hypothesis 1: between organizational commitment and organizational culture of Football Federation the employees of Tehran Province

Variables	commitment correlation	Organizational Significant
Culture	0.458	0.011
Participatory Culture	0.707	0.001
Culture Compatibility	0.772	0.001
Cultural adaptability	0.759	0.001
Culture Mission	0.892	0.001

The significance level of the test, which is less than 5% We conclude that the relationship between organizational culture and organizational commitment Football Federation the employees of Tehran Province relationship exists and the correlation coefficient of the weak positive is concluded that the positive relationship the null hypothesis is rejected and the research hypothesis is accepted.

Table 2. relationship between organizational culture and affective commitment Football Federation the employees of Tehran Province

Variables	commitment correlation	Affective Significant
Culture	0.723	0.001
Participatory Culture	0.422	0.001
Culture Compatibility	0.524	0.001
Cultural adaptability	0.338	0.001
Culture Mission	0.650	0.001

The significance level of the test, which is less than 5% We conclude that the relationship between organizational culture and affective commitment of Football Federation the employees of Tehran Province relationship exists and the correlation coefficient is weak and is positive, we can conclude that the relationship there are positive then the null hypothesis is rejected and the research hypothesis is accepted.

Table3: The commitment to ongoing education and culture in Football Federation employees of Tehran Province

Variables	Commitment correlation	continuous Significant
Culture	0.269	0.272
Participatory Culture	0.78	0.407
Culture Compatibility	0.66	0.314
Cultural adaptability	0.45	0.33
Culture Mission	0.304	0.001

The significance level of the test, which is less than 5% We conclude that the relationship between organizational culture and commitment to ongoing Football Federation the employees of Tehran Province relationship exists and the correlation coefficient of the weak positive is concluded that the positive relationship the null hypothesis is not rejected and the research hypothesis is not acceptable.

Table4. The normative commitment to education and culture in Football Federation the employees of Tehran Province

Variables	Normative commitment correlation	Significant
Culture	0.508	0.001
Participatory Culture	0.402	0.001
Culture Compatibility	0.387	0.001
Cultural adaptability	0.488	0.001
Culture Mission	0.21	0.001

The significance level of the test, which is less than 5% We conclude that the relationship between organizational culture and Normative commitment of Football Federation the employees of Tehran Province relationship exists and the correlation coefficient is weak and is positive, we can conclude that the relationship there are positive then the null hypothesis is rejected and the research hypothesis is accepted.

DISCUSSION

Basically, adaptability and integrity of the synchronized nature of the Tehran Football Accosiations environment, officials and staff ' beliefs and opinions depends Basically, adaptability and integrity of the synchronized nature of the Accosiations Football environment, official and staff ' beliefs and opinions depends The views of staff administrators so that if there is no coordination and alignment activities would not be appropriate for the Football Accosiations environment and its only liability as they do. Culture facilitates induction and socialisation: induction is a process through which new entrants to an organization are socialized and indoctrinated in the expectations of the organization; its cultural norms, and undefined conduct. The newcomer imbibes the culture of the organization, which may involve changing his / her attitudes and beliefs to achieving an internalised commitment to the organization; Culture promotes a code of conduct: a strong culture in an organization explicitly communicates modes of behaviour so that people are conscious that certain behaviours are expected and others would never be visible. The presence of a strong culture would be evident where members share a set of beliefs, values, and assumptions which would influence their behaviour in an invisible way. Where culture has been fully assimilated by people, they persistently indulge in a typical behaviour in a spontaneous way. Promotion of the culture of quality can help achieve good business results; and Sub- cultures contribute to organizational diversity: sub-cultures, and sub-systems of values and assumptions, which may be based on departmentalisation, activity centres, or geographical locations, provide meaning to the interests of localized, specific groups of people within the macro organization. Sub-cultures can affect the organization in many ways:

(1) they may perpetuate and strengthen the existing culture; (2) they may promote something very different from those existing; (3) they may promote a totally opposite sub-culture (beliefs and values) or counter culture when in a difficult situation. Organizational culture and programs should be designed to increase workers belonging to the organization to provide. The culture is stronger, the more people, the most familiar organizational goals, values, cultural organizations and to accept their responsibility and commitment. In such a situation with strong management to improve employee satisfaction and morale, motivation and interests of workers, the impact on organizational performance and effectiveness Researchers have tried to express the characteristics of successful organizations on a frequent basis and spread the culture and spiritual values, beliefs and assumptions they have stressed that the organization's workforce affiliation. re so that it is able to significantly impact on employee commitment and increase the strength of their behavior is a substitute for the official rules. The official control system to operate even more efficiently. If adequate strong and positive culture that makes people feel better about what they do and do things efficiently. Consequently, the performance is better and more productive. Increased productivity leads to improved living standards and a better quality of life and well-being will increase. And yet a better life and the increasing maturity of thought and human action. Creativity in laws and regulations cannot be compiled sought. But the cultural, social conditions, attitudes, values, attitudes and systems to be effective in its formation. Increasing productivity in basic mechanics of shared values and commitment to the values lie. Entrepreneurial innovation is a means by which they can identify opportunities and take advantage of them. The key issue in this context, the development of these capabilities in organizations. Creativity and innovation because of the need to actualize the potential to bring all people there but these abilities requires proper planning by administrators.

CONCLUSION

The results of the analysis showed that the hypothesis of a significant positive relationship between organizational culture and commitment, this means that if there is a high level of organizational culture is Will increase the commitment among employees and between management and staff as well as good working culture has been developed to enhance organizational commitment, morale improved performance and higher productivity leads. Research Chen (2012) on the relationship between organizational culture and organizational commitment is consistent. Each organization has an organizational culture that dominates many Parhfrhng. Dominant culture, a culture that is accepted by the majority. The power of organizational culture can be committed by members of the dominant values and commitment to the values and norms of the dominant members of the set (Kenny and Reedy, 2006). These features are: individual creativity , risk-taking , leadership , integrity , protection , management, control , identity , reward system , conflict and communication patterns imposed , the "creativity " rather than outputs , regardless of the technical definition is given asthis event is considered and the desired level of creativity leads .

Managers are well aware that the thoughtfulness of the staff 's collective psyche , desires , thoughts , knowledge and different physical conditions without which no organization does not exist . The organizational survival and development depends on such areas as creativity , innovation and development that could lead to the increasing penetration of creating and deploying capabilities in addition to being useful for the individual, it also conveys a sense of independence and will determination . Appropriate skills through training programs , makes decisions properly and are made of the highest quality with error minimal . The free flow of information , easy access to different information that will facilitate employee .improve their of ability to be aware . Empowerment in the foreground , This organization will promote a culture of empowerment . Human capital of the organization as it is , so it should be the valued human resource issues and concerns identified them as fertile ground for the growth of talent and maturity, talent, human resources, provide . Organizational culture and programs should be designed to provide the increased Thddbyran towards their work . The culture is stronger , the more people , the most familiar organizational goals , values, cultural organizations and to accept their responsibility and commitment . In such a situation with strong management to improve employee satisfaction and morale, motivation and interests of workers , the impact on organizational performance and effectiveness.

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