

The Relationship Between components of information Technology and organizational effectiveness In Shiraz Regional Library of Sciences and Technology

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Abstract: Information technology (IT) has advertently or inadvertently entered our country. Therefore, the optimal use of this technology requires that all individuals commit themselves to the organization goals. IT plays a vital role in creating new concepts such as organizational effectiveness. In this line, the present study aims to investigate the relationships among information technology components and organizational effectiveness in Shiraz regional Library of Science and Technology. In this study, IT dimensions include investments, innovation, and effective tools, while IT components are selected as education, the improvement of the quality of services offered, reducing the costs and the time associated with patients' treatment, supporting managers, jobs simplification, automation, offering internet services, and using various instructions. The instruments used in the study comprised a researcher-invented IT questionnaire by Reza SabetAqadam (2007) (Coronbach Alpha = 0.8424) and organizational effectiveness questionnaire by Varmazyar (2000) developed based on Cample's effectiveness criteria (Coronbach Alpha = 0.901). The results of bivariate regression analysis indicated that there is a positive and significant relationship between variables examined in the study and organizational effectiveness, except for jobs simplification and offering internet services. A positive and significant relationship was also observed between the research hypotheses and organizational effectiveness.

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Key words: Information technology (IT), investment, innovation, cost reduction, supporting managers, jobs simplifications, automation systems, internet services, standards and instructions, effectiveness.

Introduction

An investigation of the scholars' opinions in the field of organization and management shows that there is a consensus about defining organizational environment and business methods and conditions (Sarafizadeh, 2004). Conditions that any organization may encounter were known as "calm waters", a concept that fell into disuse over the past two decades and designates a situation in which the organization withdraws from the industrial society, and steps into a world dominated by information and new ideas, which is known as "foam waters" (Robbins,2004). The requirements of the new business environment with crushing competition, on one hand, and staggering mutation in information technology (IT), on the other, have forced managers to dismiss their traditional and common trends. The important issue is the change in views concerning organizational competition, and an attempt to reduce costs and increase organizational efficacy.

It can be claimed that one of the most controversial notions among researchers in economics and management is the effective factors on organizational efficiency. Many believe that information technology does not have any effect on efficacy and efficiency of organizations or countries (Bernet&Morisson, 1995), while some believe that

information technology fundamentally influences efficacy and efficiency of companies and countries. By the appropriate use of information technology, organizations can achieve sustainable competitive advantages. Today, the managers' concern is to recognize various concepts and applications of IT in carrying out organizational activities, and gaining awareness of the dimensions and multifarious effective factors in organizational efficacy to assess the role of every parameter and the degree of its effect. Unfortunately, due to the non-quantitative nature of the institutes, and numerous qualitative aims in service organizations, it is difficult to assess the rate of efficacy and efficiency. Due to the structure of governmental organizations and their special aims, it is even more complicated to measure the effects of the parameters there.

With growth in information technology and communication, and to synchronize the changes in internal and external environments and in structure and expectation level in human resources, governments have made considerable investments on different sectors. A new method for providing services in public sector, known as the "electronic government", has been formulated and has changed the fashion of providing services and carrying out activities. Over the past decade, align with

international changes; in Iran too, we have experienced extensive investments in establishing and developing electronic government, and the realizations of goals in the field. One of the important sectors playing a significant role in the perspective of organizational and institutional development includes the organizations that provide services to the public including libraries. In this study, the historical evolution and development of IT are investigated, and the aspects of effectiveness of modern information technology on enhancing efficacy is studied, and following that, the various aspects of effective parameters on efficacy are assessed as a case study in the Shiraz regional Library of Science and Technology.

1.1 Problem statement

One of the thorniest challenges in the management of organizations and manufacturing and service companies is the issue of appropriate effectiveness and optimization of human resources, skills, organizational information and communication, technology, and the opportunities for obtaining the best results. Given the increasing investment in modern scientific and industrial technologies over the past two decades, and considering the necessity for utilizing conventional information and communication technologies in the present era, it seems that the required efficacy has not been obtained, if we take into account the extent of investments and facilities (Sab'et ghadam, 2007). Also, some managers and employees believe that the computerization of an organization could eliminate the bureaucratic rules and structure and undermine the formal organizational behaviors. They also assume that proving services through computers may question human capabilities, and that special innovations like automation and simplification cannot be developed to produce efficacy.

In order to attain efficacy some strategies could be used including those based on human relation, internal processes, objectives, open systems, competing values, and satisfying the beneficiaries. In this research, the satisfaction of beneficiaries was investigated, because this approach takes into account such criteria as flexibility, morality and motivation, cooperation and assistance, making use of expert opinions and participation in decision-making. Also, if the organizations providing services fail to know their beneficiaries and their demands, they will not be able to draw up their commission statement.

In this study, the relation and role of information technology in the effectiveness process in the organization, the effective rate of organizational and technological factors on the beneficiaries' satisfaction, the individuals' role as

creative agents in technical, organizational, and social structures are defined and determined. Thus, in this research, the researcher seeks to come up with an answer to the following question:

Is there a relationship between IT parameters (including investment, education, decrease in costs, enhancing quality, managers' support, simplifying jobs, automation, making use of the internet, and instructions) and organizational efficacy, as the employees of Shiraz regional Library of Science and Technology view the problem?

1.2 Research purposes

Main purpose:

To investigate the relationship between information technology parameters and organizational efficacy as the employees of Shiraz regional Library of Science and Technology view the problem.

The secondary purposes of the research are as follows:

1.2.1 To investigate the significant relationship between investment in information technology and organizational efficacy

1.2.2 To investigate the significant relationship between IT education and organizational efficacy.

1.2.3 To investigate the significant relationship between a reduction in costs due to utilizing IT and organizational efficacy.

1.2.4 To investigate the significant relationship between the high-ranking managers' support for implementing IT planes and organizational efficacy.

1.2.5 To investigate the significant relationship between the innovation arising from IT and organizational efficacy.

1.2.6 To investigate the significant relationship between the advantages of jobs simplification by using IT and organizational efficacy.

1.2.7 To investigate the significant relationship between automation of executive activities in the organization by using IT and organizational efficacy.

1.2.8 To investigate the relationship between effective tools in utilizing IT and organizational efficacy

1.2.9 To investigate the relationship between providing internet services and organizational efficacy

1.2.10 To investigate the relationship between the IT standards and instructions and efficacy.

Review of Literature

1.2.2 Domestic Research

A. Shahin and M. Jamshidian (2006) in a research entitled "Information Technology in Service Organizations", in International Journal of Information Science and Technology, found that

different type of service operations require different levels of IT. Authors have also emphasized that IT plays an important role in the service industry, especially in financial and healthcare sectors and it will continue to increase its importance as managers further appreciate the benefits that can be gained, as IT is treated as a strategic issue and as the complexities of a large network, demand increased capabilities in information management.

Ebrahim Taghizadeh (2006), in a research entitled "Investigating IT System in Efficacy of Libraries, Museums, and Documents Centers in the AstanMoghadas Province", found that utilizing IT systems would enhance the functions of an organization. The findings also show that the aspects of IT systems (excluding two important elements of IT, namely further information storage and increased accuracy in performance) considerably affect providing services to clients. In other words, IT system users (who use such tools for providing services to clients) in the organizations, believe that the speed for doing tasks, timely retrieval of information, and the speed for accessing information have increased compared to the times when IT facilities were not utilized, and this increase in the present aspects led to organizational efficacy.

A. Divandari, M.E. Pourzarandi and S.Karimi (2010), in a research entitled "Using KPIs for Strategic Management of IT in MellatBank", in International Journal of Information Science and Management, found that Information Technology has a short precedence in Iran. Mellat Bank like other companies almost some years begins its IT plans. This is the time for all IT dependent companies for breaking their legacy metrics to monitor IT departments. The reason for migration to new metrics is the nature of IT services. Unlike other tasks, IT services have a very complicated and implicit structure that is different from other sectors of organizations. In comparison, Mellat Bank is a progressive financial company in our country. Going after technology caused some changes in IT sectors of this Bank. Finally defining KPIs for measuring IT sector came in to action in R&D part of Mellat Bank. After mentioned researches they define KPIs based on operational plan, tasks and CSFs.

Moghadasian (2008), in a research entitled "The Effect of Information Technology on Human Resources in Kowsar Economics Organization, in Accounting and Management Department of ShahidBeheshti University", measured the effects of using IT for human resources in the form of hypotheses related to reduction in human resources, specialization of human resources, self-control, and the self-alienation of the population in the study. The results showed that there is a significant relationship

between using IT, self-control, specialization of human resources, and reduction in human resources. However, the relationship between using IT and self-alienation was not significant.

Vares (2001), carried out a research entitled "The Effect of Information Technology and Information Systems on Organizational Structure (Social and Physical Structure)". Considering the fact that the high-ranking manager of the organization makes use of IT as a powerful tool to study his management style in social and physical structures, he can devise a model in which, if he follows a democratic style, the IT decreases the structural complexity, formality, and concentration, leading the social structure towards an organic structure and the physical structure towards virtual administration. When a high-ranking manager follows a dictatorial task-centered management style, the complexity, formality, concentration would increase, and the social structure tends towards physical structure.

A.Azimi & F.SobhanManesh (2010), carried out a research entitled "A New Model to Identify and Evaluate Critical Success Factors in the IT Projects", in International Journal of Information Science and Management, defined that the related CSFs in the developed countries may not be directly applicable by Iranian project managers and they had to be adapted.

2.2.2 A Review over Foreign Researches

Roby (1988), establishing the relationship between IT and (non)concentrated decision-making, states that organizational structure, unlike informational processing technology, is depended upon the nature of the task environment. If the task environment is consistent, computers can contribute to concentrated decision-making, otherwise, they will cause inconsistency in the process of decision-making.

Bronel (2008) dealt with creating a strategic approach for auditory factors and organizational efficacy; in this research, he attempted to come up with a strategic model for the leaders who encourage environmental learning, which can prove to be an effective strategy. Given the fact that efficacy of leaders can effect organizational process in three analysis levels (viz. individual, team/ interact ional, and organizational), it will be discussed below that such leaders can facilitate the implementation of strategic goals, and help their organizational culture to survive, as a result of which the performance and efficacy of the employees will be enhanced.

Haug (1994), in a research entitled "The Effect of Information Technology on Organizational Efficacy in Service-Providing Organizations", concluded that the employees should frequently be

trained for using technology, and to improve technologies in organizations, the necessary investments should be made. He also points out that support systems including managers, should operate in parallel towards the technology plan, and technology systems should be capable of introducing the required innovations in the organization.

3. The research methodology:

Method of data collection in this research is a two-variable correlation. Study of the nature and purpose of this research is applicable. Generally, Independent variable in the main research hypothesis is information technology. The statistical community in the present study was examined a collection of the employees of Shiraz regional Library of Science and Technology which are in related with information technology as a data user.

Study tools are two questionnaires, including a questionnaire with 35 questions about the technology which is obtained the levels of Cronbach's alpha $8424 / 0 = \infty$. The Cronbach's alpha for the third sub- hypothesis respectively were have been $5 / 75$, $7 / 73$, $1 / 72$ percent.

The questionnaire was used by Reza SabetAghdam in 1386 in a thesis entitled "The role of information technology on organizational empowerment in terms of Fars employees of organization and management planning in Najaf Abad University.

Other instruments measure the effectiveness of a questionnaire with 12 questions was designed by Vermzyar in 1379 in a study titled "study of organizational culture and its impact on the organizational effectiveness in 'ShahidBeheshti University, and the coefficient alpha of Cronbach for this questionnaire has been reported $8852 / 0 = \infty$ percent that shows high levels of reliability.

The Standard questionnaire of information technology in this study has three-dimensions (investment, innovation and effective tools) and totally it has 35 question which has been designed with Likert range. The range of five-part is such as under:

1 - Strongly Disagree 2- Disagree 3- No opinion 4- agree 5-completely agree

As shown in the following formula for Cronbach's alpha value is obtained from the above formula in which N is number of questions within the questionnaire and \bar{r} is the average of internal correlation coefficient of the answer. Also, the Cronbach's alpha for the three considered sub-hypotheses are $5 / 75$, $7 / 73$, $1 / 72$ percent, indicating an acceptable reliability for the stability of above assumptions.

$$\alpha = \frac{N \times \bar{r}}{(1 + (N - 1) \times \bar{r})}$$

4.1. Statistical Analysis

Descriptive characteristics

A) education

Index Variable descriptive statistics relating to education is provided In Table (4-1). According to this table, we see that the greatest number of employees have bachelor's degree and the minimum of them have masters and PHD.

B) Organizational position:

Descriptive statistics for the index of the row variables is given in Table (4-2).

According to statistics reported in the Table, Most people are in Expert post and the Manager is in the lowest.

C) Gender

It can be seen in Table (4-3) that seventy percent of the participants were female and thirty percent of them were also male. This table represents the frequency distribution of the sample and the gender variable.

4.2. The analytical assumptions of research hypothesis:

Here, the suitable statistical analysis with the hypothesis is provided. It should be noted that before doing any analysis, statistical hypothesis has been controlled.

Since the significant level is close to zero, the default significance level of test is $0 / 05$.

$05 / 0 > 00 / 0$

H_0 is rejected, so the test is significant. In fact, the use of informational technology in general has an impact on the organizational effectiveness, and a direct relationship between them is established, i.e. the more use of informational technology, the more organizational effectiveness is occurred. This relationship is the number of correlation coefficient ($584 / 0$). It shows strongly relationship between the two variables (The absolute value is closer to one; there is strong influence and relationship between them).

Thus, linear regression equation between them can be achieved.

4.3. Sub assumptions:

Since the significant level is close to zero, the default significance level of test is $0 / 05$.

$05 / 0 > 00 / 0$

H_0 is rejected, so the test is significant. In fact, the amount of investments in informational technology has an impact on the organizational

effectiveness and a direct relationship between them is established, i.e. the more amounts of investment in informational technology, the more organizational effectiveness is occurred. This relationship is the number of correlation coefficient (608 / 0). It shows strongly relationships between the two variables (The absolute value is closer to one; there is strong influence and relationship between them).

Thus, linear regression equation between them can be achieved, in which it would be the expected amount of organizational effectiveness and independent variable of investments in informational technology.

Since the significant level is close to zero, the default significance level of test is 0 / 05.

05 / 0 > 00 / 0

H0 is rejected, so the test is significant. In fact, the amount of trainings of informational technology has an impact on the organizational effectiveness and a direct relationship between them is established, i.e. the more amounts of trainings of informational technology, the more organizational effectiveness is occurred. This relationship is the number of correlation coefficient (591 / 0). It shows strongly relationships between the two variables (The absolute value is closer to one; there is strong influence and relationship between them).

Thus, linear regression equation between them can be achieved, in which it would be the expected amount of organizational effectiveness and independent variable of trainings of informational technology.

Since the significant level is close to zero, the default significance level of test is 0 / 05.

05 / 0 > 00 / 0

H0 is rejected, so the test is significant. In fact, the amount of quality improvement of informational technology has an impact on the organizational effectiveness and a direct relationship between them is established, i.e. the more amounts of quality improvement of informational technology, the more organizational effectiveness is occurred. This relationship is the number of correlation coefficient (524 / 0). It shows strongly relationships between the two variables (The absolute value is closer to one; there is strong influence and relationship between them).

Thus, linear regression equation between them can be achieved, in which it would be the expected amount of organizational effectiveness and independent variable of quality improvement of informational technology.

H0 is rejected, so the test is significant. In fact, the amount of cost reductions resulting from the use of informational technology has an impact on the organizational effectiveness and a direct relationship

between them is established, i.e. the more amounts of cost reductions resulting from the use of informational technology, the more organizational effectiveness is occurred. This relationship is the number of correlation coefficient (652 / 0). It shows strongly relationships between the two variables (The absolute value is closer to one; there is strong influence and relationship between them).

Thus, linear regression equation between them can be achieved, in which it would be the expected amount of organizational effectiveness and independent variable of cost reductions resulting from the use of informational technology.

H0 is rejected, so the test is significant. In fact, the amount of support and awareness of manager's informational technology has an impact on the organizational effectiveness and a direct relationship between them is established, i.e. the more amounts of support and awareness of manager's informational technology, the more organizational effectiveness is occurred. This relationship is the number of correlation coefficient (346 / 0). It shows strongly relationships between the two variables (The absolute value is closer to one; there is strong influence and relationship between them).

Thus, linear regression equation between them can be achieved, in which it would be the expected amount of organizational effectiveness and independent variable of support and awareness of managers' informational technology.

H0 is rejected, so the test is significant. In fact, the amount of innovation of informational technology has an impact on the organizational effectiveness and a direct relationship between them is established, i.e. the more amounts of innovation of informational technology, the more organizational effectiveness is occurred. This relationship is the number of correlation coefficient (469 / 0). It shows strongly relationships between the two variables (The absolute value is closer to one; there is strong influence and relationship between them).

Thus, linear regression equation between them can be achieved, in which it would be the expected amount of organizational effectiveness and independent variable of innovation of informational technology.

H0 is accepted, so the test is not significant. In fact, the amount of the benefits of simplified jobs of Information Technology doesn't have an impact on the organizational effectiveness, i.e. the amount of the benefits of simplified jobs of Information Technology doesn't have relationship with organizational effectiveness. This relationship is the number of correlation coefficient (158 / 0). It shows the weak relationships between the two variables

(The absolute value is closer to zero, there is no relationship).

H₀ is rejected, so the test is significant. In fact, the amount of automation of administrative activities through the use of information technology has an impact on the organizational effectiveness and a direct relationship between them is established, i.e. the more amounts of Automation of administrative activities through the use of information technology, the more organizational effectiveness is occurred. This relationship is the number of correlation coefficient (552 / 0). It shows strongly relationships between the two variables (The absolute value is closer to one; there is strong influence and relationship between them).

Thus, linear regression equation between them can be achieved, in which it would be the expected amount of organizational effectiveness and independent variable of automation of administrative activities through the use of information technology.

H₀ is rejected, so the test is significant. The test level of 0 / 01 is not significant. In fact, the amount of Effective tools of IT usage has an impact on the organizational effectiveness and a direct relationship between them is established, i.e. the more amounts of Effective tools of IT usage, the more organizational effectiveness is occurred. This relationship is the number of correlation coefficient (293 / 0). It shows strongly relationships between the two variables (The absolute value is closer to one; there is strong influence and relationship between them). And it has less severe relationships than the other listed independent variables.

Thus, linear regression equation between them can be achieved, in which it would be the expected amount of organizational effectiveness and independent variable of Effective tools of IT usage.

H₀ is accepted, so the test is not significant. In fact, the amount of Internet services doesn't have an impact on the organizational effectiveness, i.e. the amount of the Internet services doesn't have relationship with organizational effectiveness. This relationship is the number of correlation coefficient (095 / 0). It shows the weak relationships between the two variables (The absolute value is closer to zero, there is no relationship).

H₀ is rejected, so the test is significant. The test level of 0 / 01 is not significant. In fact, the amount of standards and instructions of IT has an impact on the organizational effectiveness and a direct relationship between them is established, i.e. the more amounts of standards and instructions of IT, the more organizational effectiveness is occurred. This relationship is the number of correlation coefficient (318 / 0). It shows strongly relationships between the two variables (The absolute value is closer to one;

there is strong influence and relationship between them). And it has less severe relationships than the other listed independent variables.

Demographic assumptions:

In this part, it studied informational technology and the effect of education between two groups of male and female. And finally, the effect or no effect of the people's position on the changing informational technology will be explored.

Since the significant level is more than 0/05, H₀ is accepted. In fact, Informational technology has same effect on both gender and their differences are not significant.

5. Conclusion & Result:

In this study, from the perspectives of librarian employees, a significant relationship between the components of informational technology and organizational effectiveness was evaluated. The target hypothesis was that the dimensions of the IT (information technology investment, innovation and information technology tools) with the effectiveness of the organization's employees (library) have a significant relationship or not? It can be concluded that the regression model and correlation coefficient and the explained amount of variance and effectiveness by the components of informational technology is significant and these variables that can predict the effectiveness of the organization.

As described in Chapter II, Ibrahim Taqizadeh (1385) as well as research examining the effectiveness of IT systems (the Libraries, Museum and Center of Astan Quds Razavi), concluded the use of IT systems results better performance of organization. Taqizadeh worked on the other components of informational technology it had noted in the second season. Only on two exceptions (storage and the accurate increase in informational technology), others show the significant relationship between these two variables which is generally consistent with the findings of this study.

6. DISCUSSION:

The results of bivariate regression analysis indicated that there is a positive and significant relationship between variables examined in the study and organizational effectiveness, except for jobs simplification and offering internet services. A positive and significant relationship was also observed between the research hypotheses and organizational effectiveness. In general it can be concluded if the information technology (both in terms of dimensions and components of the survey) plan and implement appropriately, it will cause organizational effectiveness. These are some of the findings:

1: The Commitment and belief of Top management in the concept and effectiveness of information technology is essential. These two factors are considered as important factors for survival and growth of organizations in turbulent and highly competitive conditions of today world.

2: Application of information technology, as pervasive in the organization not just a handful of employees to access information, also contributing to the increased use of information regarding the classification of certain information.

3: Efforts to identify and eliminate barriers that increase the effectiveness of the organization and staff.

4: Having a systems thinking model in organization. Because all employees are part of a system. This thinking allows information to be transferred from one unit to other units and sections that are actually the same mechanism of organizational effectiveness.

Research Model:

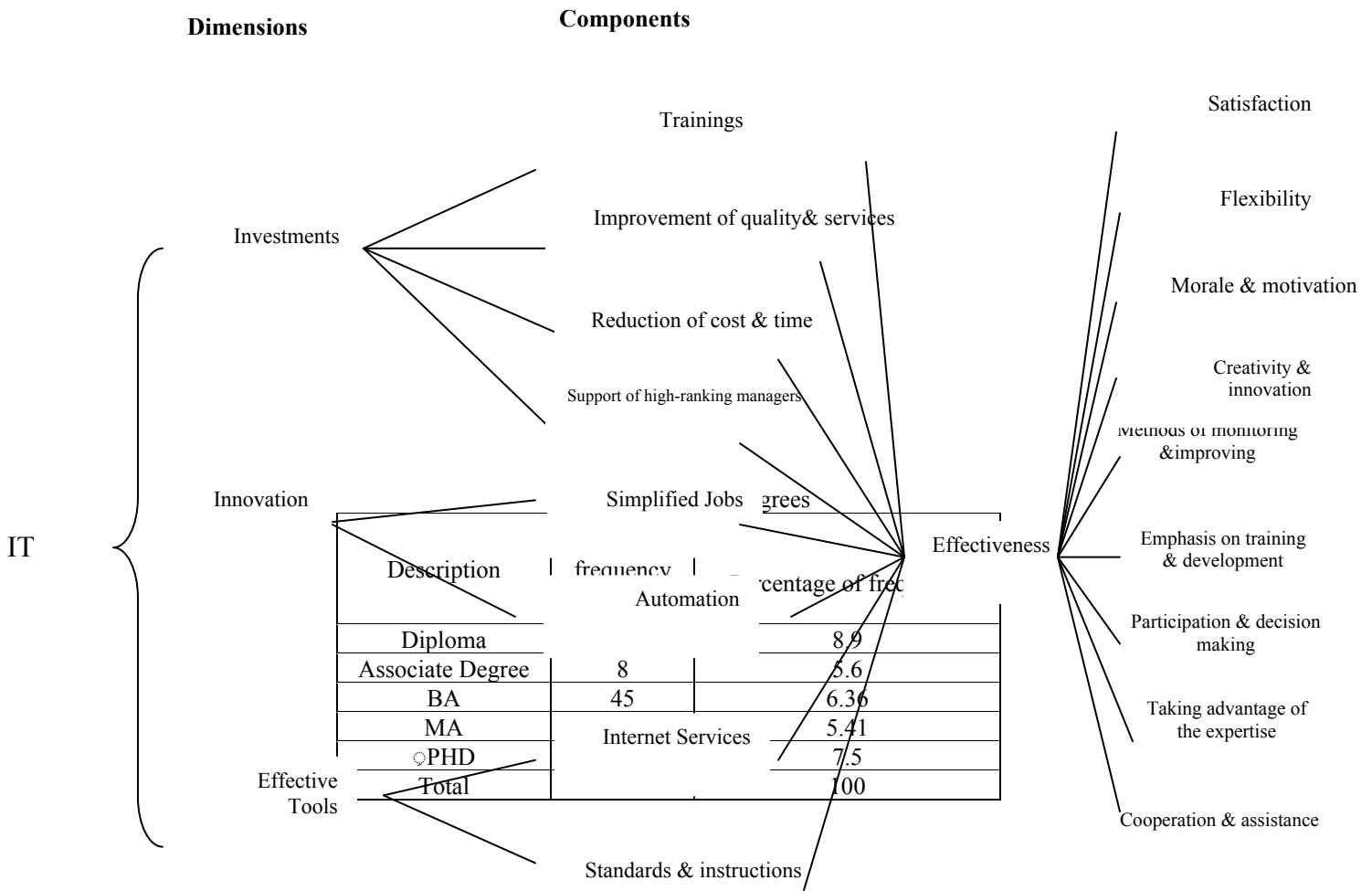


Table (4-2): Organizational position

Description	frequency	Percentage of frequency
Expert	109	6.88
Head of Unit	8	5.6
Manager	6	9.4
Total	123	100

Table (4-3): gender

Description	frequency	Percentage of frequency
Male	44	8.35
Female	79	2.64
Total	123	100

Table (4-4): The relationship between informational technology and organizational effectiveness

Variables	Correlation coefficient	Significant level
Informational Technology* Organizational Effectiveness	0/326	0/00

Table (4-5): The relationship between investment and organizational effectiveness

Variables	Correlation coefficient	Significant level
Investments in Informational Technology* Organizational Effectiveness	0/225	0/012

Table (4-6): The relationship between trainings and organizational effectiveness

Variables	Correlation coefficient	Significant level
Trainings of Informational Technology * Organizational Effectiveness	0/188	0/038

Table (4-7): The relationship between Improvement of service quality and organizational effectiveness

Variables	Correlation coefficient	Significant level
Quality Improvement of IT services * Organizational Effectiveness	0/246	0/006

Table (4-8): The relationship between cost reductions and organizational effectiveness

Variables	Correlation coefficient	Significant level
Cost reductions resulting from the use of IT * Organizational Effectiveness	0/356	0/006

Since the significant level is close to zero, the default significance level of test is 0 / 05.

05 / 0 > 00 / 0

Table (4-9): The relationship between Support and awareness of managers and organizational effectiveness

Variables	Correlation coefficient	Significant level
Support and awareness of managers 'informational technology * Organizational Effectiveness	0/426	0/000

Since the significant level is close to zero, the default significance level of test is 0 / 05.

05 / 0 > 00 / 0

Table (4-10): The relationship between innovations and organizational effectiveness

Variables	Correlation coefficient	Significant level
Innovation of Informational Technology * Organizational Effectiveness	0/326	0/000

Since the significant level is close to zero, the default significance level of test is 0 / 05.

05 / 0 > 00 / 0

Table (4-11): The relationship between the benefits of simplified jobs and organizational effectiveness

Variables	Correlation coefficient	Significant level
The benefits of simplified jobs of Information Technology * Organizational Effectiveness	0/326	0/000

Since the significant level is 094/0, the default significance level of test is 0 / 05.

05/0 < 094/0

Table (4-12): The relationship between automation of activity and organizational effectiveness

Variables	Correlation coefficient	Significant level
Automation of administrative activities through the use of information technology * Organizational Effectiveness	0/426	0/000

Since the significant level is close to zero, the default significance level of test is 0 / 05.
05 / 0 > 000 / 0

Table (4-13): The relationship between the use of effective tools and organizational effectiveness

Variables	Correlation coefficient	Significant level
Effective tools of IT usage * Organizational Effectiveness	0/438	0/000

Since the significant level is 023/0, the default significance level of test is 0 / 05.
05 / 0 > 023 / 0

Table (4-14): The relationship between Internet services and organizational effectiveness

Variables	Correlation coefficient	Significant level
Internet Services * Organizational Effectiveness	0/221	0/000

Since the significant level is 094/0, the default significance level of test is 0 / 05.
05/0 < 258/0

Table (4-15): The relationship between standards and instructions, and organizational effectiveness

Variables	Correlation coefficient	Significant level
Standards and instructions of IT * Organizational Effectiveness	0/537	0/000

Since the significant level is 001/0, the default significance level of test is 0 / 05.
05 / 0 > 001 / 0

Table (4-16): Usage of IT for different Genders

Variable's name	Average	T statistic	Significant level
Informational technology	02/0 -364/2 3/75 male 4/00 female		

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