

Research Article

The Relationship between Organizational Coordination and Effectiveness of Staff Performance of Yasuj University of Medical Sciences in 2017

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ABSTRACT

The purpose of this study was to investigate the relationship between organizational coordination and the effectiveness of staff performance of Yasuj University of Medical Sciences in the period of 2017. This research is based on the applied objective, in terms of its nature and methodology, is descriptive-correlational and temporally-temporal. The statistical population in this research is staffing staff of Yasuj University of Medical Sciences (961 people). To determine the sample size, the Cochran formula was used and 274 subjects were selected as the sample size. The instrument used in this research is a questionnaire. In this research, a standardized standard questionnaire from Heidari (2014) and the standard questionnaire of performance derived from Goodarzi(2006) have been used. Their Cronbach's alphabets were 0.81 and 0, respectively 0.83. Kolmogorov-Smirnov test was used to examine the distribution of variables. In order to analyze the data in this research, descriptive and inferential statistics (Pearson correlation coefficient and regression) were used to analyze the relationship between variables using SPSS software. The analysis of the findings of the present study on the "Investigating the relationship between organizational coordination and the effectiveness of staff performance in Yasuj University of Medical Sciences" shows that the correlation coefficient is positive and this is a significant factor; therefore, it can be stated that between organizational coordination and effectiveness The performance of staff at Yasuj University of Medical Sciences is significant at a significance level of 95%. Regarding the results of regression analysis, F is calculated (36.608) which is significant at 0.95% level. Also, all dimensions of organizational coordination (mutual compatibility, direct supervision, standardization of work processes, standardization of labor productivity, and standardization of skills) have a significant relationship with the performance of employees of Yasuj University of Medical Sciences. According to the results of this research, it can be said that given the fact that the University of Medical Sciences is one of the major organizations in the country, it is possible to achieve common goals in this situation without proper coordination and establishing logical connections between the duties of different people of the organization. This can influence the work process and the performance of employees. In order to prevent the interaction of responsibility and unity of action in the overall direction of the movement of the Yasuj medical university, coordinating the operations of different units should be in the process of work of the organization and the management of the organization to create Communication and coordination between different sectors Personnel recruiting, management and oversight of operational activities will help the organization's top management and make plans in this area.

Keywords: Organizational coordination, Effectiveness of performance, Yasuj University of Medical Sciences.

INTRODUCTION

Coordination is considered as one of the most comprehensive concepts in management. The

importance of coordination is so much that management can be considered equivalent to

coordination. Other management tasks, such as planning, organizing, and controlling, are themselves co-ordination tools (Aarabi, 2006). The division of duties and the formation of units of work and activity necessitate their coordination. Coordination is the process of creating unity and unity between the activities of different units of an organization so that the goals of the organization are effectively realized. Without predicting the coordinator's actions and actions and their actions, individuals and organizational units may deviate from organizational goals (Alagheband, 2013). On the other hand, in the current world, due to the expansion and development of communicative tools and instruments, the acceleration of the movement towards the globalization of national economies, the greater attachment of States to each other and the reduction of territory and authority, national sovereignty and its erosion in various areas of economy, politics And the culture and the existence of democratic institutions and press freedom over the past two centuries have forced governments to respond to their actions and actions. As a result of these developments, administrative offenses are very sensitive and governments have to pay attention to this issue in order to maintain political legitimacy. Job performance is the same as that of individuals in terms of legal duties, and is the consequence of human resources activities in relation to the assignment of tasks assigned to him and the extent to which the employee is endeavoring to achieve his / her job performance and expected behavioral assignments (Hejazi, 2002). The purpose of this study was to investigate the relationship between organizational coordination and the effectiveness of staff performance in Yasuj University of Medical Sciences in the period of 2017.

Statement of the problem

One of the main problems in organizational efficiency and effectiveness is their structural issues (MohammadianSarvi et al., 2010). Coordination is a process in which all the constituent parts of a whole are combined to achieve the common goal. Coordination is achieved with a set of structural and behavioral

mechanisms that are used to link the components of the organization to one another and facilitate the achievement of organizational goals (Rezaeian, 2007).

Coordination is one of the main challenges for today's organizations. It was once thought to be that coordination was one of the tasks of managers. In fact, in a process-oriented approach to management, alignment was coordinated with planning, organizing, guiding, controlling, and budgeting. But today coordination is an integral part of all management tasks and is considered as an essential part of the nature of management. Each organization should coordinate with our organizations before (suppliers) and us (our clients). Each organization must also be internally consistent. Coordination at different levels is very important for organizations (Aarabi et al, 2006).

The need for coordination in an organization depends on the breadth, size and complexity of the organization. As the organization grows, there is an increasing need for more harmony. There is always a gap between the pro-coordinating forces and the pro-separatist forces. Sometimes these forces are equal, and sometimes one of them is also defeated (Aghajani, 2004).

Human resource management as a management component should coincide with other elements of the organization, such as the technology structure. Measures and arrangements for coordination in organizations according to Mintzberg viewpoint are as follows: 1. Mutual (bilateral) compatibility; 2. Direct supervision; 3. Standardization of work processes; 4. Standardization of labor productivity. 5. Standardization of skills. In this research also these dimensions are used. Gets

Human performance is defined as the result of a set of actions for achieving a goal based on a particular standard. Exercises may include observable behavior or invisible mental processing, such as problem solving, decision making, and planning (Khadivi, 2007).

The quality of the organization's performance depends on the individual performance of the organization. It is necessary that the organization strives to maintain and protect human resources in

order to achieve better spiritual strength for coordination in the organization and to achieve the goals of the organization. If our managers in organizations, with the use of staff talents, provide the necessary training to the employees and at the same time Providing the right opportunity and facilities needed for them and establishing coordination among people can be the best performers in the staff. An organization to achieve its goals needs a framework that coordinates the activities of the different people of the organization and establishes an appropriate link between them. Establish a to avoid interference of responsibility and unity of action in the overall process of the organization, it is important to coordinate the operations of different units of an organization. Regarding the problems that exist in Yasuj medical university, the familiarity of managers and staff with coordination dimensions, strategies of the organization in decision making the problem solves the problem and reduces the wrong decisions and brings the organization closer to success. Therefore, recognizing and identifying the dimensions of coordination in the organization is often difficult and requires scientific research. Therefore, the present study addresses the following: Is there a significant relationship between organizational coordination and the effectiveness of staff performance in Kohgiluyeh and Boyer Ahmad University of Medical Sciences?

Importance and necessity of research

The success of the organization in achieving its goals requires the coordination of activities. Since human resources are the most important capital of organizations, the higher the quality of the capital, the greater the likelihood of success, survival and promotion of the organization (Nafari et al., 2010).

To do better, there must be coordination between the thoughts, activities and operations of the group. To avoid conflicts of responsibility and unity of action in the overall process of the organization, coordinating the operations of the various units of an organization is of particular importance (Robbins, 2010).

Scholars and scholars of management studies and organizations each have somehow expressed the importance of coordinating organizational processes. For the first time, Fayol of France considered it as one of the five (management) functions, and Mintzberg considered it as one of two fundamental actions It is important to organize the existence of necessity and attention to the issue of coordination due to dependencies and relationships between different departments of an organization, or with different organizations (Jafarnejad et al., 2002).

According to Fayol, coordination is created when, firstly, there is an agreement between the various activities and sectors, and, secondly, the organization has a unity of purpose and purpose, in order to facilitate the accomplishment of the tasks and to achieve the conditions of success with the minimum cost (Nicoeghbal, 2008).

Sometimes people are said to have good or high performance, whose productivity is high, and their productivity implies two related concepts, namely effectiveness and efficiency. Effectiveness focuses on the goal without telling the cost. In contrast, efficiency gains the ratio of consumed inputs to the outputs and, in fact, we will be more efficient in terms of the loss of resources or data we receive in return for outputs, so where efficiency The assessment of employee performance means the systematic and systematic review of how people work on how they work according to established standards and should be conducted continuously and continuously (Mir sepsi, 2002).

Understanding the pivotal aspects of advancement in organizations requires that the coordination mechanisms in the organization and the performance of employees be more accurately taken into account in organizational development decisions. When it comes to improving performance or improving the performance of the organization, the performance may be relatively decent in terms of coordination in the organization. It enables managers to manage and coordinate more complex structures, even with a coordinated work environment, and even enable organization and management to act with

coherence and rapid feedback. Considering the system of education and coordination, its performance and its effective evaluation due to the complexity of the activities in this area, and as a result of the complexity and important impact of this complex as a safeguard of the system of medical sciences in the country, as well as rapid developments in this area and coherence They are an indispensable necessity. Coordination makes it possible for the organization to correct and dynamically change its course based on changing conditions. Kohgiluyeh and Boyer Ahmad University of Medical Sciences, with better understanding of the dimensions of coordination and the creation of strategies to strengthen and develop them, can be used to Positive Impact on Employee Perceptions of Coordinated Deliverance, Important Activities Many organizations have been presenting a coordination report, but so far, comprehensive research has found that the relationship between the two variables of coordination and performance effectiveness in Yasuj University of Medical Sciences There is no research there This gap can be filled by this study.

Theoretical fundamentals of research

Definition of coordination

Synchronization is a process in which all parts of a whole are combined to achieve the common goal. Coordination with a set of structural and behavioral mechanisms are realized that interact with each other in order to link the components of the organization and facilitate the achievement of organizational goals (Rezaeian, 2013).

Coordination in terms of Mintzberg

Mintzberg (1979) identified the coordination and arrangements for organizations in the following ways (Alagheband, 2013):

1. Interoperability (bilateral):

Interoperability refers to unofficial communication when two or more people interact directly with each other as needed. When you talk to your co-worker about your holiday program, you are using interoperability. Most organizations need this kind of coordination, because it helps to

do work and reduces ambiguity in communication and performance.

2. Direct supervision:

Direct supervision is a more formal control by the person responsible for the work of others. Groups or organizations with more than 5 or 6 members can not rely solely on mutual compatibility. They should use supervisors as a means of coordination.

3. Standardization of work processes:

Standardization of work processes refers to the organization of procedures or the content of the work.

4. Standardize work efficiency:

Pointing out the results of the work as well as the performance criteria of managers whose success is judged in terms of profits and units of work, they coordinate the standardization of affairs (Alagheband, 2013).

5. Standardize skills:

It means identifying the training needed to carry out work as a means of synchronization (Alagheband, 2013).

Performance Effectiveness

When it comes to performance, the result of the work comes to mind in the context of performance, some use the function of the process of doing work and how to perform tasks. In the comprehensive evaluation of the performance of the staff, the purpose of the operation is both the results obtained and the work process, which is judged in the assessment of how the work is carried out, and in terms of the process of working with the results obtained from the process of concurrent operation (Soleimani, 2005).

Performance refers to what employees have personally produced. An employee's job is to create a level of success in a goal or mission that defines the boundaries of performance. The issue of improving the quality of the organization's performance is considered an important approach to development. Paying attention to people's expectations for continuity of optimal communication between service provider and service providers improves the quality of activities of the organization (ValiQazvini et al., 2012).

BACKGROUND RESEARCH

Mohammadi (2016) investigated the role of coordination mechanisms in Mintzberg's view on improving the work process and improving the performance of the organization. The results showed that among the mechanisms of coordination and improvement of work process and performance of employees in the health care network of NoorabadMamasani There is something meaningful. Also, the interaction variable of work had the most roles in improving the work process of the health network, and also the interaction variable of work had the most role in improving the performance of health care network.

Jafari (2014) investigated the effect of strategic coordination between HR strategy and organizational behavior on organizational performance. The results of data analysis indicate that the coordination between human resources strategy and organizational behavior strategy results in synergy and, therefore, improved organizational performance.

Heidari (2014) studied the effect of coordination dimensions on the performance of the staff of the Department of Education. The results showed that there is a significant relationship between the coordination mechanisms and the performance of the employees. Also, standardization of work process has the most roles in employee performance.

Khorshidi (2013) studied the effect of Mintzberg's coordination mechanisms on organizational structure. The results showed that there is a positive and meaningful relationship between the coordination mechanisms and organizational structure of the company. The results of multiple regression analysis indicated that direct care variable had the most role in the amount of

dependent variable change (organizational structure).

RESEARCH METHOD

This research is based on the applied objective, in terms of the nature and method of the research, is descriptive-correlative and in terms of cross-sectional time.

The statistical population in this research is staffing staff of Yasuj University of Medical Sciences. To determine the sample size, the Cochran formula was used and 274 subjects were selected as the sample size. The instrument used in this research is a questionnaire. In this research, a standardized standard questionnaire from Heidari (2014) and the standard questionnaire of performance derived from Goodarzi (2006) have been used. Their Cronbach's alphabets were 0.81 and 0.83respectively is obtained. To analyze the data, various statistical tests are used. Kolmogorov-Smirnov test was used to examine the distribution of variables.

Descriptive and inferential statistics (Pearson correlation coefficient and regression) were used to analyze the relationship between variables using SPSS software.

Normal test of research variables

Kolmogorov-Smirnov test was used to examine the distribution of variables. The zero hypothesis in this test indicates that the data is consistent with the normal distribution; therefore, if the probability value is smaller than 0.05, it can be said that with the probability of the first type error, 5% of the variables examined do not follow the normal distribution. According to the results of Table (1), in all cases, the significance level for all variables was greater than 0.05, indicating that the data for all variables have normal distribution; therefore, for parametric analysis of the data Like the Pearson correlation coefficient test.

Table 1: Results of Kolmogorov-Smirnov test

Factor	Kolmogorov-Smimov statistics	Probability value
Coordination	1.421	0.297
Function	1.004	0.265

Inferential statistics

Main hypothesis: There is a meaningful relationship between organizational coordination and the effectiveness of staff performance in Yasuj University of Medical Sciences.

The results of the Pearson correlation test (Table 2) show that the coefficient of correlation is 0.671, which is a significant coefficient. Therefore, it can be concluded that there is a significant relationship between organizational coordination and the effectiveness of staff performance in Yasuj University of Medical Sciences at a significant level of 95% there is.

Table 2: Results of the correlation test between organizational coordination and the effectiveness of staff performance

Variable	Efficiency of staff performance		Abundance
	Pearson		
	The correlation coefficient	Significance level	
Coordination	0.671**	0.001	274

** : Significant at 95% * level: significant at 99% level

Hypotheses:

The results of the Pearson correlation test (Table 3) show that the correlation coefficient of all dimensions of positive coordination is that this coefficient is significant; therefore, it can be stated that between organizational coherence dimensions (mutual compatibility; direct supervision; standardization of work processes; standardization of labor productivity; Standardization of skills) and the effectiveness of staff performance in Yasuj University of Medical Sciences at a significant level of 95%.

Table3: The results of the correlation test between the dimensions of coordination and the effectiveness of staff performance

Variable	Efficiency of staff performance		Abundance
	Pearson		
	The correlation coefficient	Significance level	
Mutual compatibility (mutual)	0.568**	0.004	274
Direct care	0.615**	0.001	274
Standardization of work processes	0.720**	0.009	274
Standardization of labor productivity	0.504**	0.002	274
Standardization of skills	0.500**	0.003	274

** Significantly at 95% level: Significantly at 99%

* Regression model of research is related to the relationship between organizational coordination and the effectiveness of staff performance

According to table (4), the coefficient of correlation, the coefficient of correlation coefficient or coefficient of determination is given so that the correlation coefficient between variables is 0.679. Also, the coefficient of determination indicates that 0.461 Percentage of the effectiveness of Yasuj University of Medical Sciences staff performance is covered by organizational co-ordination.

Table 4: Model Summary

The correlation coefficient	Squared correlation coefficient	Corrected correlation coefficient squared	Estimated criterion error
0.679	0.461	0.449	8.90272

According to table (5), F is calculated (38.608) at a confidence level of 95 /. The percentage is significant; therefore, it can be concluded that there is a significant relationship between the organizational coordination and the effectiveness of the performance of the staff of the University of Medical Sciences.

Table 5: Model Summary

	Sum of squares	Degrees of freedom	Average squared	F	The significance level
regression	15300.187	5	3060.037	38.608	0.001
Remaining	17912.417	268	79.258		
Total	33212.603	273			

According to Table 6, based on the calculated beta rate that prioritizes the effect of the variables in question, regardless of the index, the mutual compatibility variable with the beta rate (0.312) has the greatest role in the effectiveness of the performance of the staff of the University of Medical Sciences Yasuj, and then, the standardization variable of the beta process (0.241), the variable of the standardization of labor productivity with beta (0.120) and the beta standardization variable (0.043), are then arranged.

Table 6: regression coefficients

Variable	Not standardized coefficients		Standardized coefficients	t	The significance level
	B	The standard error	BETA		
Constant	14.397	2.283	**	5.367	0.001
Mutual compatibility	0.951	0.218	0.312	4.355	0.002
Direct supervision	0.377	0.344	0.110	2.126	0.045
Standardize the work process	0.589	0.263	0.241	3.272	0.001
Standardize work efficiency	0.577	0.382	0.120	2.511	0.030
Standardize skills	0.166	0.301	0.043	2.511	0.042

DISCUSSION AND CONCLUSION

The analysis of the findings of the present study on the "Investigating the relationship between organizational coordination and the effectiveness of staff performance in Yasuj University of Medical Sciences" shows that the correlation coefficient is positive and this is a significant factor; therefore, it can be stated that between organizational coordination and effectiveness The performance of staff at Yasuj University of Medical Sciences is significant at a significance level of 95%. Regarding the results of regression analysis, the calculated F (36.608) is significant at 95% confidence level; and all aspects of organizational coordination (mutual compatibility, direct supervision, standardization of work processes, standardization of labor productivity, standardization of skills) Have a significant relationship with the performance of the staff of yasuj University of Medical Sciences. Therefore, according to the results of this study, the performance of the Yasuj University of Medical Sciences staff would be improved. Human resource management as a part of management should be consistent with other elements of the organization. In order to achieve its goals, an organization needs a framework that coordinates

the activities of the various organizations of the organization and establishes a proper relationship between them, which can increase the efficiency and improve the organization's performance. Heidari (2014) in the research, the effect of coordination dimensions on employees' performance showed that there is a significant effect between coordination mechanisms and performance of employees. Also, standardization of work process has had the largest share in employee performance. Therefore, the findings of this research are in line with the research of Heidari (2014) Mohammadi (2016) Khorshidi (2013). According to the results of this research, it can be said that given the fact that the medical university is one of the major organizations in the country, in this situation without proper coordination and establishing logical connections between the responsibilities of different organizations, realization of common goals can be achieved. Which can affect the work process and the performance of employees. In order to avoid conflicts of responsibility and unity of action in the overall direction of the movement of Yasuj medical school, coordinating the operations of different units should be in the process of work of the organization, and organization management to

establish communication and coordination between different departments of personnel, Management and oversight of operational activities will help the organization's top management

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