



Investigate the Organizational factors affecting staff organizational health of Omidyeh-Aghajari Oil Company

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ABSTRACT

Organizational health includes the organization's ability to grow and improve constantly. This study aims to explore the organizational health status and identify the factors affecting it, investigated the staff of Omidyeh-Aghajari Oil Company. The research method was survey. Organizational health standard questionnaire and researcher made questionnaire (organizational factors) are research tools. The samples of this study, were all employees of Omidyeh-Aghajari Oil Company who were 4008 people. Of these, according to Cochran formula 278 employees were selected as sample size. Hypotheses were analyzed using spss software. And to prove the hypotheses, Pearson correlation and regression were used. Also to determine the coefficient of determination for each of the independent variables on dependent variables path analysis was used. Hypotheses test showed that there is a significant positive relationship between the variables job security, role clarity, organizational participation and job satisfaction with the dependent variable organizational health. Based on the standard values of beta it can be judged that the variables job satisfaction, role clarity, organizational participation and job security, have respectively the highest to the lowest power to predict organizational health.

Keyword:

- ✓ staff organizational health, job security
- ✓ role clarity
- ✓ organizational participation
- ✓ Omidyeh-Aghajari Oil Company

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