

Research Paper

Designing and explaining the components of organizational value in education in Alborz province

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Abstract

Introduction: The aim of this study was to Designing and explaining the components of organizational value in education in Alborz province.

research methodology: This research, based on the purpose, following the applied research and based on the nature of the research, is an explanation that has been done by the combined method and Triangulation' design. The population of the qualitative part of the research was all the Staff managers of Education Department of Alborz Province, that using Combined sampling method (purposive and snowball) 12 people were selected as participants. The statistical population of the quantitative part of the study included all Managers and teachers working in education in Alborz province. Using stratified Cluster sampling method, 362 people selected as the statistical sample. To collect the data, a semi-structured interview and a researcher-made questionnaire used. The validity of the measurement tool confirmed in the qualitative part using the coders' agreement method and in the quantitative part through convergent and divergent validity. In addition, the reliability of the researcher-made questionnaire evaluated based on three criteria: factor load coefficients, Cronbach's alpha (0.82) and combined reliability using PLS software.

Findings: To test the research questions, were used the structural equation modeling method and PLS software. The results of the qualitative part of the research showed 180 basic themes, 3 organizing themes and 6 comprehensive themes. In addition, the results of the quantitative part of the research showed that Social and Economic components have a more effective role in explaining the structural pattern of organizational values of education managers and teachers .

Conclusion: this indicates that Content Factors are preferable of the process components and Affecting the organizational values of education managers and teachers in Alborz province

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Extended Abstract

Introduction:

Attention to organizational values is one of the most important and effective factors on organizational performance and as a strategic factor in the performance of successful organizations has been seriously considered. An in-depth look at the category of organizational values shows that the issue of organizational values is rooted in the concept of organizational spirituality and for these values to be inspiring, they must be shared between the organization and its members.

Context:

An in-depth look at the category of organizational values shows that the issue of organizational values is rooted in the concept of organizational spirituality and for these values to be inspiring, they must be shared between the organization and its members.

Goal:

This research has been done to investigate the dimensions and components of value management and to design and explain the components of organizational value in education in Alborz province.

Method:

This research, based on the purpose, following the applied research and based on the nature of the research, is an explanation that has been done by the combined method and 'Triangulation' design. The population of the qualitative part of the research was all the Staff managers of Education Department of Alborz Province, that using Combined sampling method (purposive and snowball) 12 people were selected as participants. The statistical population of the quantitative part of the study included all Managers and teachers working in education in Alborz province. Using stratified Cluster sampling method, 362 people selected as the statistical sample. To collect the data, a semi-structured interview and a researcher-made questionnaire used. The validity of the measurement tool confirmed in the qualitative part using the coders' agreement method and in the quantitative part through convergent and divergent validity. In addition, the reliability of the researcher-made questionnaire evaluated based on three criteria: factor load coefficients, Cronbach's alpha

(0.82) and combined reliability using PLS software.

Findings:

The aim of this study was to identify the components of the organizational values model in the educational system. For this purpose, first, the theoretical foundations and previous research were reviewed, and then, using a qualitative method and conducting in-depth interviews with key informants in the field of educational management, the components of the organizational values model of school principals were identified. The results showed that the factor load values for the four economic components (37.48); Social (30.14); Ethical (23.41) has been reported. Which shows the relationship at a significance level of 0.01 is meaningful. Also, the path of religious values to organizational values (1.64) has been reported which shows the significance of the relationship at a significance level of 0.05. However, the amount of factor loading of aesthetic values (0.24) and political values (1.08) has been reported, which it is not significant at the level of 0.05. Overall, according to the contexts of the second-order confirmatory factor analysis, it can be acknowledged that economic, social, religious and moral components can be used as the underlying factors of organizational values in the education system and predict it, and therefore can be concluded that economic values, Social, religious and moral are the most important components of the organizational values model.

Results:

Regarding the most important economic factors affecting the organizational values of education managers and teachers, the results showed that time management, optimal use of teachers' intelligence and talent, avoidance of imposing additional costs on education, saving and optimal use of office equipment and supplies, Reducing unnecessary costs, profitability, teachers' financial satisfaction and performing tasks accurately, completely and flawlessly without superior supervision are considered as the most important economic factors affecting the organizational values of education managers and teachers.

Regarding the social factors affecting the organizational values of education managers and teachers, the results of the qualitative part of the study showed that intimacy, love and interest in work, positive thinking, self-sacrifice, honesty, easy and free communication, mutual respect, friendly communication and Intimacy, atmosphere of friendship and cooperation and easy communication between different sectors of education, accountability, priority of collective interests over individual interests, sense of commitment, behavioral justice, mutual trust, foresight, attention to citizenship rights, benevolence and healthy competition as the most important social factors affecting Organizational values of education managers and teachers are considered.

In relation to religious factors affecting the organizational values of education managers and teachers in Alborz province, the results of

the qualitative part of the study showed that the belief in the transience of worldly positions and officials, considering God present and supervising their work, resisting sensual, religious and Attention to Islamic values as the most important religious factors affecting the organizational values of education managers and teachers is considered.

Regarding the ethical factors affecting the organizational values of managers and teachers of education in Alborz province, the results of the qualitative part of the research showed that competence in appointment and promotion, privacy, doing things logically and rationally, administrative health; Interaction based on ethical standards and adherence to human and moral values are considered as the most important ethical factors affecting the organizational values of managers and teachers of education in Alborz province