Examinethe relationship of organizational intelligence and organizational agility Human Resource Management

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Abstract: Quality andManagement effectiveness and performance crucial factor for achieving development and prosperityCommunity.Multiple products production and service provision and funding of resources, insufficient sensitivity to review the goals, continuous quality improvement, improvedcustomer satisfactionAnd citizens, has created organizational performance and management and staff.Therefore, in this study the impact of variables such as intelligence, a strategic vision - a common fate - the desire for change - staff morale - application of knowledge - of Thad and agree on organizational performance review and is investigated.The study, a researchand fieldtbeenrejectedandproductivity hasgatheredtherequired use of a questionnaire andA research communityThe statistical population consisted of electric industry companies listed on the Stock Exchange areused to determine the sample size of the sample.The resultsimply endorsement hypothesis, the existence of a significant association betweencomponentsoforganizational intelligence on the organization's performance .
keywords : Organizational performance, organizational intelligence,a strategic vision,shared fate, appetite for change,employee morale,application of knowledge,of Thad and agreements,the performance of the organization.

Statement of the problem

According to themission, mission, goals, Vchshmandazy thatorganizationsare finally in a national territory orInternational action and to respond to clients, client and stakeholdersCompany profitability and customer satisfaction is the goal of your organization that aims to fully implement andThe exact legal obligations and help put the country's development goals and excellence, responsiveAre.Therefore, performance results, a processseen as strategically important.Quality andManagement effectiveness and performance crucial factor for achieving development and prosperityCommunity.Multiple products production and service provision and funding of resources,Sensitive enough to check the fulfillment of objectives, continuous quality improvement, improving customer satisfactionAnd citizens, has created organizational performance and management and staff.In the event thatPerformance evaluation process approach and continual done correctly, in the public sectorPromote and answering machineAdministrative and public confidence in the performance of the organizationThe efficiency and effectiveness of the state.The NGO also promotes resource management, customer satisfaction, contributing to national development, capacity buildingNew, sustainability and promote classWorldAnd its institutions.

Matsuda T[1]Japan has one of the authors of the theory of organizational intelligence, organizational intelligence as a combination ofBoth human intelligence and machine intelligence knows.Business Intelligencemodelthat defines Matsudaintegrating human knowledge processing and knowledge in problem-solving ability is based on machinery(Slyvan et al., 2000)

Unlike manyMatsuda stresses thatmachine intelligence is an integral part of the intelligence of an organization.According to him, the organization is actually a cooperative team work andproblem solvinghumanfactorisalso includedas well as the problem ofthe car.In terms of organizational intelligence Matsuda,generalmental abilitiesofan organization is defined(Slyvan et al., 2000)
And theoretical research:

Organizational intelligence

As the world of human andHuman turbulent life ofsuccessful andWill be effective with unusual intelligenceAndBenefit fromThe IQ above.Undoubtedly, this manAndUsing theGod-given intelligence selfishCouldIssues andYourproblemovercoming life.Certainly inThe same organizational worldSuch would be,Particularly if theContemporaneouslyAs time goes forwardWith the development of scienceand Technology Vpydaysh needs andNew challenges, organizationsare more complex andThey OfficeBecome moredifficult.Thatwill be importantwhenThat we acceptEachThe Today PlusGreat resourceHuman creative smart,smarttechnologyinPracticeOrganizations play an important role.(Thanks Mir Nasir et al., 1391)

The organizational intelligenceTheoutcome of today's complex andA combination of two active human intelligence and artificial intelligence Cars will beThere is no doubt that managersincrease efficiency of your dynamic choice but to take advantageof thesetwo trends are not smart.(Mirsepassi Nasser et al., 1391)

Great promise and led the company'sorganizational intelligencestrangeImmediate access to all the information you need in a usable format.Not onlyITbut alsopeople and the staffall managers and decision makers can use it.Often many people think that these promises will not happen Is it really so?(Mohammad HosseinYazdiSrsar, 1388)

The process of organizational intelligence in organizations and companies

The process of organizational intelligence in organizations is a dynamic and interactive process.The process starts with a question, and answers questions in a repeating loop is provided.This enables decision-making for managers to provide responses.(Big Zadeh et al., 1391)

Planning and guidance

Guiding the planning stage and at the beginning and end of the process of organizational intelligence.At the start of subsequent requests from system administrators and decision-making questions with questions formulation, planning will start to ask questions.

Stage of getting information from the database

At this point the information from all databases (data sources) will be collected.The collected data and information from raw data or knowledge will not add to their users.This data must be processed and refined Otherwise there is no point of light in them.

Processing information

The collected data will be integrated at this stage, identify and analyze the relationships between them and eventually will be used.This includes data extraction, transformation and loading of data2is.

Analysis and Production Information

At this stage using advanced techniques of integrated data, intelligence is created.System administrators will ask intelligent call at the end of this stage.The response in the form of a report, Tables and graphs published, and you can change the question or issue from other angles totheprocess cyclewill be repeated..

Therefore,in the present circumstancestorespond to the needs of managers and organizations, there is a need to create an enterprise intelligence platform.The organizations using the softwarecan bedesigned based onorganizational intelligenceeffectiveness of existing structures in order to increase their objectives and operational mode and limit the use of layers of executive managers to use to develop.These tools can be used to produce all information and data in the organization exploited.(Mohammad HosseinYazdi heads Saar, 1388)
It should be an efficient reporting tools for managers do not have to know.It is usually used in a range of operating systems, and managers are not actively used.Organizational Intelligencein Organizationsdeploying enterprise intelligence platformand use a powerful tool essential solution for them.

The concept of organizational agility

((Goldman3)) has defined agility: the ability topredictsuccess in theever-changing Vghyrqabl.Because of the novelty of the concept,AgilityOrganizational barriers standingin the dictionary personal business.In this regard, for example Gtdmn and eMkaransh itsprobabilityas a unique way for substantial newbusiness management raised.

According to the new issue of agility, definitionCaseThere is noconfirmationofMegan.From 1991 onwards, many researchers in the fieldEach offers a number of definitions worked and that we are under the floorSome of them have paid for:

AbilityProducing for rapid response toSudden and unpredictable changes(Nvakr4, 1994; Goldman et al., 1995; Pvtnyk5, 20 0 0 , Richards6, 1996; van Essen7et al., 2001)
Call to action to change(Goldman and Najl8, 1993; Besant9, 113, 2001)
The profitability of Environment (Nvakr, 1994; Goldman Vnajl, 1993; Goldman et al., 1995)
The ability to adapt and reshape fast)Pope Caius10, 5, 1999; Pvtnyk, 2001; Besant, 2001; Maskl11, 2001; Hormozi,2001)
Taking advantageof the changes as an opportunityBy inherent in the environmentTurbulent)Maskl, 2001; Naylor, 1999,Sharifi and Zhang12, 2000, 1999(.
Create virtual organization and use of market knowledge (Naylor, 1999; Goldman et al., 1995(

Ability to respondEffective customer (Suba, 2001; Ebrahimpur and Yagvb, 2001; Katayama and Bennett,1999)

The ability to survive and thrive in an environment with constant change and unpredictable)Dow, 1999; Maskl, 2001; Richards, 1996; Rig Bai et al., (2001.

Goldman also defines it:a comprehensive strategic responseto major changes and impossible to ignoreCompetitive system that is dominantin the world economy first trade occurs(Sharp13et al., 1999) and inFinally, he and his colleagueshavedefined it as follows:SearchSuccessfulCompetitive principles (speed, flexibility, creativity for pre-operative, quality,Profitability)FromThattheresourcesare reshapingintegrationcapabilitiesand best practicesPractice in a specialized environment is to provide products and services based on customer demandsIn an environment of rapid changes in the marketHappening (Joseph et al.,1999)

Research assumptions

Considering the literature hypotheses have been determined as follows.

Hypotheses

There is a significant relationship between organizational intelligence and human resource management.

Organizational agility and significant relationship between human resource management in the organization there.

General research methods

The purpose ofthis surveyisapplied.And the deduction method is descriptive survey and as the independent variable on the dependent relationship between variables and the effect of researchand correlativescienceand research to plan the event.

The instrument used in this study questionnaire.The questionnairegathered theproductivity literature and according to the analysisofthese formerresearcherwill have been designed by the researcher.

The definition of population and sampling

Society, aims to operative research and data collection,to extract conclusions about society (Bhattacharya and Johnson 1379, 21) is simply a statistical population consists of all members of the real or imagined,abunchof people, events and objects that researchersgeneralize their findings to the(Solomon, 1376: 41)

The statistical population consisted ofelectrical industry enterprises are listed on the Stock Exchange.

Toobtain a sample of community members, the methodisused stratifiedrandomsampleof 250individualshavebeen determinedusing the formula Kubound.

The validity of the questionnaire

The measurement instrument mustreliability14And validity15is necessary for a researcher tocollect data according to the study (Hafeznia, 1377, p. 137).The validity of that content tools or question in the questionnaire accurately measure variables and subject matteror not?In other words, ifwe measurewhatwethink, really measure?(Momeni, 1386, p. 28).In order to estimate andsupply validity of the questionnaire,calling the comments of experts, thewill be.

Reliability

The purpose of the credibility or reliability of the measurement toolis that if the measurement is repeated under the same conditions, results to what extent, the same is reliable?(Hafeznia, 1377, p. 136).In this study.In order to determine the reliability ofthe questionnaire, Cronbach's alpha coefficient was used.To Cronbach's alpha, youmustfirstvariance and the total variance calculated for each sub-questions in the questionnaire.Then youcan use the following formulato calculate theSPSSsoftwarealpha coefficient:

In the above formula, αvalidity test,jnumber of test questions, S2jmyjandvariance subsetS2is the total variance (Sarmad et al., 1376, p. 81).

Cronbach's alpha for the questionnaire, resulting in the following table for the questionnaire is as below.

Cronbach's alpha test

Cronbach's Alpha	Research variables
.813	42

Normality test data

In this study, to determine the normality of the test data is used KlvmvgrfAsmynrf.The purpose of the executive or non-parametric tests KlvmvgrfAsmynrf determine the type of parametric testsisto testthe hypothesis.If the test showed normal AsmynrfKlvmvgrf the study data.Otherwise normal test and nonparametric tests will be used.

Normality test the null hypothesis and the alternative hypothesis is as follows
Normal distribution of data
Data distribution is not normal
To test the above assumption KlmvgrandF- Smirnovtestwas used. This test is less than 5% significance level if the null hypothesis is rejected at the 95% confidence;
In this study, data normalization is used test AsmynrfKlvmvgrf.Due to the high fluctuation of test statistics significance level test data normality assumption was confirmed.

Normality tests

	data
Test	2.516
Significance level	0.000

Based on the values given(Figure4-2) Since a significant level,variableresearchislessthan 5% (Sig.<0/05orP- value),so the null hypothesis is not rejected, the normality of variables.Therefore, assuming normal datais confirmed.

Examinationof thehypotheses
Hypothesis :There is a significant relationship between organizational intelligence and human resource management.
The hypothesis 0H:There is no significant relationship between organizational intelligence and human resource management.
Hypothesis 1H:There is a significant relationship between organizational intelligence and human resource management.
According to the test result analysis of variance to test this hypothesis (F) and low significance level (sig) indicate a significant differenceBetween theorganizational intelligence and human resource management.Due to the significant differences between mean to say thatthere is a significant relationship between organizational intelligence and human resource management
ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	40.111	54	.743	23.135	.000
Within Groups	6.261	195	.032		
Total	46.372	249			

The first sub-hypothesistest
Hypothesis:the organizational agility and management ofhuman resources within the organizationthere is a significantrelationship.
The hypothesis 0 H Between organizational agility and management ofhuman resources in the organization,there is no significantrelationship.
Hypothesis 1 H Between organizational agility and management ofhuman resources within the organizationthere is a significantrelationship.
According to the test result analysis of variance to test this hypothesis (F) and low significance level(sig) indicate a significant differencebetween theaverageorganizational agility and management of human resources in the organizationand due to the significant differences between the average it can be said thata significant relationship between organizational agility and management of human resources within the organization there.
ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	14.988	13	1.153	8.669	.000
Within Groups	31.384	236	.133		
Total	46.372	249			

DISCUSSION AND CONCLUSION

Today,knowledge is the most important capital, replacement capitalandtechnologyin the competitive environmentisparticularly materialistic.Theconcept ofhumancapitalis animportant application andspread.HumanCapitalin customers, processes,Information, trademark, human resources andorganization systems manifested andplaysan increasing rolein creating asustainable competitiveadvantage.This study examines the relationship betweenagilityOrganizational resource managementand organizational intelligence.After Meba to collectstrawtheoretical, seven variables for organizational intelligence,the strategic vision,shared fate,appetite for change,employee morale,application of knowledge,ofThad and agreed on the organizationandfunctioningas a subset of variablespressureorganizational intelligence intendedtocrushand impactof these variables by meansof a questionnaire,werestudiedand analyzed.Accordingto the results of research and analysisconducted in seven variables affecting organizational performance and organizational intelligence and have a direct relationship with it.Considering the results, it canbe concluded that theenterprise resource managementto enhanceorganizational intelligence of an organization should be promoted to improve organizational intelligence to manage the variables in this study to promote (theexistence of insight strategiccommon destiny,the desire for change,employee morale,application of knowledge, of Thad and agreed on the organization,performance pressure)in the organization and promotion of good practices on organizational intelligence you take, for example, have programsmedium-term and short-term and delivering it to its employeesand the organization's vision,creating appropriate incentives for employees to transfer knowledge to other staff and the sharing of knowledge, adopting an approach to encourage employees to the appropriate feedback of employee performance and and ...

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1-T. Matsuda
2 Load
3-GOLDMAN
4- Noaker
5-PUTNIK
6-RICHARDS
7-VAN ASSEN
8-NAGEL
9-BESSANT
10-CAUSAY
11-MASKELL
12- ZHANG
13-SHARP
14 Reliability
15 Validity