Health administrative and administrative identification in Iran

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\section*{Abstract}

Today, the official health as an important approach in dealing with corruption experts have noted, on this article the concept identification of organizational culture and organizational social capital, their ways of strengthening the fight against corruption is considered. In this article History of Corruption in Iran and definitions of corruption and various forms of corruption by government employees that include embezzlement, and black corruption... In addition, citizen's corruption is divided into three categories and finally, corruption strategies and suggestions for improvement are provided.

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1. Health administrative and administrative identification

Health administrative today as the only approach to dealing with corruption cases have been considered, health administrative condition refers All factors within an organization and ideally have
the ability to meet organizational goals And their deviation from the norm of administrative and legal , accurately identifying the organizational goals. Resumes and considering necessary Measures to meet the terms-health administrative, is the organization qualitative trait that shows The mutual definition, the realization of personal interests, organizational and national (Planning Center of Tehran -2008 p. 18). A healthy civil-military is an entrepreneurs and happiness that have the welfare and intellectual, physical, human resource satisfaction and positive motivation, along with product and service delivery based on customer’s actual needs and the logical attention to quality of profitability. If in such a situation it is possible to achieve all goals of the organization in order to move as its goal orientation in an organization is empowered to remember.

Ames (1992) states that Goal orientation Indicates a consistent pattern of beliefs and emotions of the person that determines his behavioral intentions And causes a greater tendency towards some location, in certain situations, to act in such a way about the issue of health administrative of The study population purpose for Organization as individuals Beliefs and emotions rather to related issues to Organization, is referred that Causing a certain behavior in the organization to be institutionalized.

In addition that the environmental and cultural factor, the identity structure or organizational concept under the administrative identification as one of the most important factors of the target range orientation is mentioned. Organizational identity is a kind of collective identity, so individual and colleagues speak collective identity in front of person identification. Aspects of their personal identification are against the distinguishing these from the other person that is unique and special. Collective identity implies individual similarities So that Knowledge of a person belonging to a particular social group, the Organization is considered. The process of identification has created this opportunities for organizations so can ask a basic question. Directed and cystic nature of the organization is searching for appropriate response. Given the above, administrative concepts related to health, administrative identification, Organizational Culture and organizational Social capital is expressed as follows.

In fact, part of efforts to fight corruption effectively and efficiently managing society can be represented at two levels. The first level of administrative corruption, is the corruption of the political elite are most relevant and high ranking officials and senior government officials are involved with it to identify the causes of the rise or decline in corruption over time, the knowledge of some aspects of the political community is necessary. Fighting Corruption in the second level, i.e. the corruption among lower level employees mainly takes place in the smaller size and Levels and on the existence of the concept of corporate identity is dependent And can by strengthen of the social capital, corporate and organizational culture be strengthened.
1- Organizational Culture: Organizational culture that is closely linked to the public Culture is an important factor in shaping Organizational behavior and has an important Role in the emergence and transformation of the undesirable behavior and creating stability in the behavior of the organization.

Organizational culture is a set of shared beliefs, values that will affect on Members, mind and behavior of the organization, Can serve as a source of business that is to achieve a healthy environment and inject a sense of identity within the organization members.

Organizational culture can make People a kind of commitment to anything that arises over personal interests. Organizational culture functions have different duties or roles that are summarized as follows (toosi 180 - Page 164).

A: creating Identity: Organizational culture as a source of reference for an employee's sense of identity is based on the employee's dependent on their character's personality (culture) and its affiliate organizations are credited.

B: controlling: organizational culture by providing employee behavior model of organization and control their behavior, prevented corruption (i.e., shaping behavior).

(C) To strengthen the stability and adaptability: organizational culture with introducing the right motivators to employees causes them to take steps toward the organization's goals. In this way the incidence of irregular behavior is reduced. Culture of the community as an adhesive that comes through the provision of appropriate stand. (in relation to what members should do or say) connects the components to each other (i.e. stable social system).

(D) Establishing an internal commitment: organizational culture that creates on people that kind of commitment and sense of responsibility over the personal interests of the individual. Edgar Schein, believes that Organizational culture is a pattern of shared basic assumptions that When solving a problem of issues related to working compatibility with external and internal integration teaches and assumptions can be able to work And shall be valid. According to this approach culture in a manner that Organization to achieve its self-environment will learn and a mixture of assumptions, behaviors, stories, myths, metaphors, allusions and other beliefs or views that totally are compatible And can thereby define the purpose of working in an organization (stevens 2000).

Shine believes there are three levels of culture: 1- Cultural Relics" 2- admitted or established values” 3- Basic assumptions” Cultural Relics are things that When a person with a new group with unfamiliar Culture faces, Hear, see and feel. Cultural works, includes products, services and even the members of the group, it also shows the difference between organizational cultures.

The accepted value is the reason we do what we offer. Shine believes that the accepted values of culture can be traced to founder and CEO. Shine called the third level of organizational culture, the key assumptions that organization members know it as accepted. The study was conducted with the definitions and categories concerning the organization culture that can be values, beliefs and ideas which can be shared among a group or organization. Considering the fact that, the concepts like organizational commitment, organizational ethics, organizational learning, and group informal social capital in organizations are somehow affected of values and norms, a close relationship between them exist. In fact, we can say that organizational culture as the basis for organizational commitment, ethics and organizational learning and social capital is considered. Concepts such as justice, honesty and trust, common, organizational culture, social capital and organizational learning are considered. But culture is a set of positive and negative values, both moral and immoral, Organizational culture can also reduce the time commitment, and prevent organizational learning, growth and the emergence of social capital and vice versa.

3- The constituent elements of organizational culture: According to the most recent investigations, seven features totally include the essence of corporate culture as follows:

1- Innovation and Risk acceptance: rate of innovation and the power of the individual risks
2- Attention to detail: shows the extent to which each person is expected to start careful analysis and attention to detail
3- Result orientation: The degree to which a manager is focused on outcomes (rather than focusing on techniques and procedures for obtaining the results)
4- Collaboration: The degree to which activities are organized by a group of individuals rather than relying on individuals.
5- Chart (aggression): The degree to which people are free, compact and competitive (rather than to inconsiderate)

6- Stability: The degree to which organized activities to maintain the status quo in contrast to growth relies and To the extent that the commitment of individuals to the positive value is more , and more members of these values must believe that the culture of the organization is stronger and have a greater impact on Users’ behavior . Then views features and a strong culture of shared assumptions and values are vast. In a strong organizational culture, management practices, formal rules to guide employee behavior because there is less need to embrace the corporate culture, employees are the internal behavior of the guide (Robbins 2000 Page 385).

A Weak culture to the sense of the learning restrictions and lack a commitment a employee intense work behaviors are often ineffective and cannot be a strong factor in creating the performance and productivity of people and organizations. Also, research indicates that national culture than with organizational culture impacts on the staff, the national culture in every society influences environment on how organizational culture. Hafsted provided four dimensions of national culture classification and based on that classified community. Which are included as: 1- power distance 2- ambiguity aversion 3- individualism / sociality 4 - patriarchy / Femininity.

1- Hafsted believes in countries where the power distance is high and the ambiguity aversion is high, organizations are mechanical, and in countries with low power distance and uncertainty avoidance is low, organizations organically are more characteristic of organizations and mechanisms can be formal organizations with a degree of centralization Top intolerance changes, errors and mistakes of staff blaming by the management and resistance to change and by the management and the staff will be noted but the organizations that have visible structural features, learning process is a value on them and to encourage their staff in order to improve the learning process organization organically are called . many people believes that making any changes, however small, must be approved by the organization’s culture, then such important and special organization needs proper management and guidance is quite deliberate, because achieving organizational goals depends on having appropriate and effective cultural and Any change in that Cause changes in all aspects of the organization. Given the importance of the impact of organizational culture on Organization Managers must constantly be seeking to identify the changes and development of organizational culture so on this way influence the behavior of the individual and Organization level and achieve goals for themselves and others to facilitate So we can say that the management of organizational culture includes:

1– Understanding and utilizing the existing culture
2– Changing or undermining the beliefs, values and norms in order to stabilize the desired culture.
3– Organizational Social Capital

Social capital is Another expression of culture and its components. Factors are such as trust, help, and solidarity among Member, Structural dimensions of social capital In addition to the values and norms Contains language and stories. Structure dimensions are focused on the placement way of Sort by members of the group or organization and the pattern between them. Today, Organizational social investment has much more important role of physical and human capital in organizations and communities, and Networks and collective relationships are the performer among people, organizations, and individuals and organizations. Access to the development would not be possible without the organizational social capital, because without the investment of other assets will not perform optimally [Organizational social capital is A set of norms and structures that facilitate cooperation to achieve common interests of members (S. Naghavi, 2005). As stated in addition to organizational social capital, values and norms, Structural aspects are considered. The higher the social capital the need to establish rules and regulations, law enforcement agencies and the military is reduced. Leaders of the indexes and these factors are Able to recognize the degree of social capital. 1- instructions and circulars and various institutions Inspection 2- rumor 3- character assassination 4- administrative violations 5- ignored employees 6 - failure of the team working and committees in the 7- unwillingness of employees to learn knowledge and sharing knowledge and information, 8- lack of morale within the organization for competing against rivals 9 - increased absences, vacation and ... That is what the rate is higher in the organization, Social capital will be lower. But the dependence on ideology and stability are mentioned as these factors that can be reduced or increased organizational social capital - Dependence structure, not
only for the existence of valid and effective norms but other components of social capital that is the 
reliability of social structures, is important –since Trust is the social structures that Develop a sense of 
dependence on religion and the police may be possible (Coleman 2005, p 68) The disruption of social 
organization or public relations (in contrast to the stability of social organization) for Social capital can be 
devastating. Negative factors that affect the creation or destruction of social capital are Ideology.
Ideology can with this demand strengthening, act for the benefit of someone or something other than 
themselves. Social Capital is the creator of this issue on religious ideology is well understood. Emphasizing 
on attending to the interests of others in religious ideology, can be a contributing factor on Organizational 
culture.
Given the importance of social capital on Social and Enterprise Development it is need to do several 
programs to strengthen social capital, some of these measures at the organizational level are:

1. Encourage and strengthen social institutions, trade, profession, encourage To the creation and 
strengthening of social institutions is one of the structural solution to increase social capital, Trust 
network is strengthened by the activities of the group, Organizational levels is also possible to create such 
institutions, Groups and professional associations on Organizations with Voluntary contributions from 
exerts Can increase social capital in organizations So the official administrators role In this respect, can 
be known as the overall Encouraging and guiding To establish and strengthen such institutions.
2. Planning to enrich organizational culture to Social capital is the result of the cultural characteristics of a 
social system . In other words, social capital is the Economic- social cultural or Organizational 
crystallization based on participation and trust of individual. So any action on behalf of administrators to 
enrich organizational culture can enhance the economic and social capital.
3. Attention to the promotion of social capital in public education and staff training is one of the 
most important processes in communities to create social capital of Educational systems . People passing 
of the General Education At all levels And university education Has a major role in creating this type of 
investment, Cultural elements of the society are Greatly affected by the performance of the educational 
and training systems, At an organizational level Training for staff Can be a good platform for strengthening 
social capital (Haqshenas 2001). Napal and Gutal Know belief and Doctrines as a Common strategic vision 
system of the implications that has Strong role to play in building social capital, Beliefs Both scientific 
and theoretical are a part of normative trends, Social capital Among people who cannot understand each 
other Will develop, In the absence of shared meaning With common goals , observing All of the people 
working together is hard. Social capital With Enjoying the availability part of shared beliefs and 
substantially allows members to create a sense of shared experience and to communicate with each 
other about their ideas, since the source of such communication create a shared vision and facilitate 
group communication. In conclusion we can say that the above organizational Strengthening culture, 
increased confidence and social responsibility, are Leading to increased social capital, on the 
Organizational Strengthening Administrative identity is essential, by strengthening the organizational 
identity, Knowledge of people throughout the organization, from Belonging to the organization Based on 
the values of social trust And norms of reciprocity has changed and finally, all of the organizational factors 
In order to the organization’s goals will move And provide growth and strengthening of administrative 
health.

2. Strategies

1. The use of social skills can play a role in strengthening the organizational culture of office systems. 
Social workers have a significant role in helping to institutionalize the values and goals of the organization, 
the use of social workers and group meetings with employees and managers organizations is based on 
group work approaches, including used approaches in successful countries in dealing with corruption.
2. Alternative view of the function or the function 1 with the perspective of process-oriented 2-on governmental organizations led to systematic and integration functions of the organization will maximize 
individuals responsible and minimize the possibility of an error or behavior outside the process on 
different organization positioning.
3. Larger and complex bureaucratic structure of organizations is included in the official health 
barrriers in organizations that cause the activities and responsibilities on The parallel or overlapping form,
In various Organizational positions taken, In such a situation controlling and monitoring will face some problem, that Downsizing in organizations Can be used as an approach to solve this problem.

4. Transparency on individual progress is Included the measures to enhance social capital of organization that finally increase the administrative health organization. All managers and employees of organization must quite nobles to the improvement Conditions on Organizational position And conditions for getting benefits and rights. In such a situation People only with providing performance reports and thus activities resulting Looking forward to elevating the status or salaries rising.

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