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**The Study of Relationship Between Effective  
Communication and Organizational  
Performance  
(Based on ACHIEVE Model)  
in Staff Units of NIGC in 1388**

Abbas Abbaspour<sup>1</sup> - Hoda Barootian<sup>2</sup>

**Abstract**

In order to study the relationship between effective communication and organizational performance (based on ACHIEVE Model) a descriptive- correlation research was done between staff units of the National Iranian Gas Company (NIGC). Sample in this research includes 250 personnel of above-said company in 1388. Research main question was that whether there is a meaningful relationship between effective communications and organizational performance based on ACHIEVE model in NIGC. The tool of measurement included two effective communications questionnaire with components

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and organizational performance questionnaire based on ACHIEVE Model with seven components. Finally, the results of this research showed that there is a considerable relationship between effective communication and organizational performance at the group under study.

**Keywords:** *Effective communications, ACHIEVE Model, Organizational Performance.*



## **Designing The Criteria of Team Work Effectiveness (TQM and QCC- Based Papproach)**

Reza Farahi<sup>1</sup> - Alireza Mahmoudi<sup>2</sup>  
AmirHassan Zarei Rahrow<sup>3</sup> - Mehdi Afkhami Ardakani<sup>4</sup>

### **Abstract**

Today, there are many instances of team work great successes in different societies. Following these successful experiences, many organizations have moved toward creating teamworks. However merely creating these teams have not satisfied their principle needs. Tasks, duties and projects are done in an organization with either improvement or current approach. Teamworks are following current approach doing above-said tasks and duties, while quality control circles mostly benefit from improvent approach. Therefore by including variables and factors present in quality control circles, we

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would try to change team's perspective from current to improvement approach. As a result, this research was begun with 2 hypotheses. By studying the reasearch background and getting full familiarity with problem and atmosphere in Reacerch Institute of Petroleum Industry (RIPI), a questionnaire was designed. After having questionnaires complete, gathering and analyzing obtained data, major teamwork evaluation indices were extarxted and ranked with regards to different organizational, team and individual characteristics. Regarding degree of importance, organization strategy factor obtained the first rank. Reliance among group members and emotional intelligence, however, were of the highest importance in team-personal characteristics section.

**Keywords:** *Teamwork, Total Quality Management, Quality Control Circles, Participation, Effectivness.*

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# **The Comparison of the Quality of Work Life (QWL) in Companies of Gas Transmission Operation District 2 and 4, and the Survey of Relationship on Organizational Performance**

Hamid Rahimian<sup>1</sup>-Ali Firoozi<sup>2</sup>-Babak Zohri<sup>3</sup>

## **Abstract**

This paper will studies and compares quality of work life (QWL) and organizational performance (OP) between two companies for Gas Transmission Operation District 2 and 4 (GTOD2 & 4). The research is practical and descriptive- survey-based examination. The parameters of this research includes personnels of both companies which selected 146 members as a sample based on category sampling method. The tool of measurement included two (QWL) questionnaire based on Walton Model with 27 five choices questions in eight components) and (OP) questionnaire based on ACHIEVE Model with 42 five

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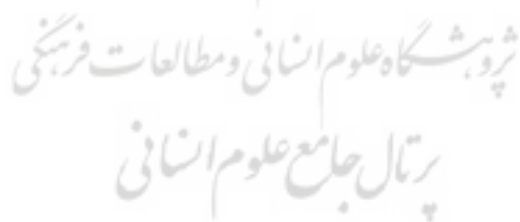
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choices questions, in seven components. Finally, the results of this research showed that there is a meaningful relationship among Adequate and Fair payment, Safe and Healthy Working Conditions, Opportunity for Continued Growth and Security, Cocid Relevance of Work Life with (Organizational Performance) in (GTOD2) and (GTOD4), but there wasn't any considerable relationship among other four components namely, law-observing, whole space of life, social coherence of work life and human capabilities development with organizational performance in these districts.

**Keywords:** *Quality of work life, Organizational performance, Walton Model, ACHIEVE Model.*



# A Survey on Relationship Between Emotional Intelligence and Transformational Leadership in Managers Iranian Gas Companies

Jafar Beikzad<sup>1</sup>-Alireza HosseinPour Sonboli<sup>2</sup>  
Ali Falsafi<sup>3</sup>- Seyyed Nooh Nabi<sup>4</sup>

## **Abstract**

In this research we examine the relationship between emotional intelligence and transformational leadership in Iranian province gas companies managers. For this purpose, emotional intelligence based on Goleman's model and transformational leadership based on Bass & Avolio's model. We proposed 4 main hypotheses and 20 sub-hypotheses. To obtain data, we used EI questionnaire with 67 questions and transformational leadership questionnaire with 20 questions. After evaluating validity and reliability, questionnaires

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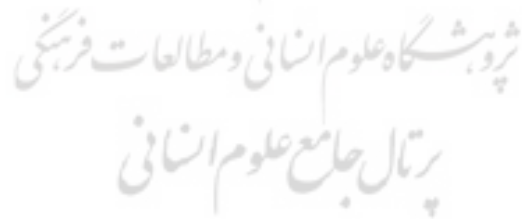
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were distributed among 494 samples which were selected from among different levels of managers (senior, middle, operational) using random and systematic sampling method. We used statistical inference methods (Pearson's correlation test) to analyze data.

Results obtained from hypothesis testing, confirmed all research hypotheses. There is, therefore a meaningful relationship between emotional intelligence and transformational leadership in Iranian province gas companies managers.

**Keywords:** *Emotional Intelligence, Transformational Leadership, Self-Awareness, Self-Management, Social Awareness, Relationship Management.*



# **Factors Affecting Work Commitment of Personnel in Iranian Oil Industry Institute (IOII)**

Ahmad Farmahini Farahani<sup>1</sup>

## **Abstract**

Work commitment is the major component of human resources and combination of capability and commitment will bring productivity and effectiveness to organizations. Commitment of educated personnel is among main challenges of current century. This study tries to examine the-said issue along with its aspects in a meaningful way. The method of research, population and statistical sample of the results, indicators, statistics, and multiple variables were presented in this paper. Finding a high level of commitment, especially that of the vocational aspect and the significance level of variance at the ( $\alpha= 0.0001$ ) level among the hierarchy of needs at Iranian Oil Industry Institute (IOII) and the hierarchy of needs in the light of theory along side the significant

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statistical difference among the factors affecting commitment are parts of the results which could be realized by doing longitudinal studies which in turn could lead to highly new views. Moreover, 54% of the commitment variance could be explained under the light of independent variables and indicators which include trust in others, sense of self efficiency, occupational compatibility and appropriateness, management style, understanding organizational justice, organizational cooperation, internal and external systemic satisfaction and job status.

Relationship of different factors work commitment was analyzed and related tables were presented after analyzing variables and testing hypotheses. Model for effective factors and related with commitment, conclusion and proposal for further researches as well as repeating field studies frequently and in due intervals were proposed for institute.

**Keywords:** *Work Commitment, Organizational Justice, Management Style, Productivity, Organizational Commitment.*

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# **Surveying Quantifying Job Suitability and its Influence on Organizational Commitment of Staff**

**(The case study in National Iranian Refinery and Oil Distribution Company)**

Mostafa Emami<sup>1</sup> - Rahmatollah Gholipour<sup>2</sup>  
Sohrab Pourebrahiem<sup>3</sup> - Javad Delavari<sup>4</sup>

## **Abstract**

Job suitability (Suitability between job & staff) is one of greatest subjects in human resources management issues. This proportion is highly critical for an organization to achieve expected productivity in the field of human resources.

The purpose of this Study is to analyze job suitability and its relationship with organizational commitment among personnel of national Iranian Refinery and oil products Distribution company (NIROPDC).

Data collecting tools to measure organizational commitment was Allen and Myer questionnaire with 15 questions and knowledge, skill

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and job capabilities of international job questions in each on average.

Stability of organizational commitment questionnaire was 0/89 and of job suitability was 0/87 and since Kronbakh Alfa in both was over 0/70, both of the questionnaires had enough stability.

Statistical community consists of 150 people. Based on random sampling method 80 people as a statistical sample were chosen and 78 questionnaires were finally collected.

For identifying normality of information Two-Sample Kolmogorov-Smirnov Test was used, and normality of data was confirmed by results. The hypothesis using independent T-test was tested and its positive and meaning full influence was proved, that those who have job suitability show more organizational commitment, the other result reveals the fact that only 40 percent of personnel in this company are benefiting from complete job suitability and occupational necessities and that this company is really weak in this respect.

**Keywords:** *Organizational commitment, Occupational suitability, Occupational knowledge, Occupational skill, Occupational ability.*



# **Surveying Management Perspective of Organizational Creativity Obstacles and its Relationship with Demographic Variables**

**(Case Study: Managers and Supervisors of Non Industrial Operations Units of Iranian Gas Refinery)**

Reza Taleifar<sup>1</sup> - Sayyed Hassan Hatami Nasab<sup>2</sup>  
Abbas Khoshkholgh Dashtaki<sup>3</sup>

## **Abstract**

Change and dynamic are among important characteristic of the world we live in. signs of such a dynamic can be found in areas like emergence of new competitors, introduction of new products and services, introduction of new technologies in manufacturing process, etc. from researchers' view point, organizations can easily handle such a dynamic by using creativity and innovation their human resources bring to the company. However, there are some major obstacles on this way which recognizing and eliminating them are of great

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importance. The, purpose of this study is therefore, identifying and categorizing main organizational creativity obstacles as well as examining relationship of these obstacles with some demographic variables from management viewpoint of non-industrial operation units of Iranian gas refinery. The results showed that main organizational creativity obstacles are: Avoiding from risk, time pressure and organizational strict rules. On the other hand, results of surveying relationship of obstacles with demographic variables showed that male managers of this organization have more dissatisfaction with organizational creativity obstacles than their female counterparts. In relation with level of education, results showed that there is a meaningful difference between educated and non- educated managers.

**Keywords:** *Organizational Creativity Obstacles, Non-Industrial Operation Unit, demographic variables.*

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