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EVALUATING THE EFFECTIVENESS OF HEALTH PROGRAMS IN SECONDARY SCHOOLS OF GALLEDAR

¹MAHNAZ RAHNAMA, ^{2*}ALIASGHAR MASHINCHI, ³AHMAD ASKARI

1: Department of Human resource development, Lamerd branch, Islamic Azad University, Lamerd, Iran.

2: Department of Business Management, Faculty of Management, Lamerd branch, Islamic Azad University, Lamerd, Iran.

3: Department of Business Management, Faculty of Management, Lamerd branch, Islamic Azad University, Lamerd, Iran.

***Corresponding Author: Aliasghar Mashinchi**

ABSTRACT

The main objective of this study was evaluating the effectiveness of health programs in secondary schools of Galledar and descriptive - survey was conducted. Population of research consisted of: All middle school teachers of Galledar in this community of 850 people, with a sample size of 381 individuals by using table "Morgan and Kerjeso" were determined, and by a random sample was selected. To collect information the individual, organizational health questionnaire were used. Reliability coefficient for each of the dimensions of organizational health (structural unity (91/0), the construction (89/0), consideration (90/0), the influence of the director (87/0), support resources (95/0) spirit (92/0) and academic emphasis (93/0) Also Cronbach's alpha for each dimension of time health questionnaire the institutional integrity 91/0, consideration (88/0), the construction (80/0), the sources of support (92/0), the spirit (90 / 0) And academic emphasis (74/0) was obtained. The validity also confirmed by statistical expert. Finally, 381 questionnaires were completed and the Friedman test and Pearson correlation test were used for statistical analysis. The results show that about one third of the schools in the study did not have good organizational health. Also teachers believe that about 30 percent of school

managers who have poor performance in various fields. Furthermore, the results show that the main hypothesis is based on the organizational health of schools and there is a significant positive relationship.

Keywords: Educational Management, Performance of Manager, organizational health, job satisfaction, performance of management, organizational health, emphasizing science, spirit, support resources, structuring, consideration, penetration of managers and institutional integrity

INTRODUCTION

Because human is as a biological and psychological beings, Therefore, his needs are in the biological and psychological realm. Human nature requires him to teach her social life to establish relations with the environment and human. Inanimate and animate environment can affect him. In light of the environmental impacts, humans react, and in psychology language, they behave (Askarian, 1383). So organizational behavior from the actions and reactions of the members of the organization with regard to the impact of organizational culture and identity, common values, common organization or coordination of activities of other members of organization has been established. Generally, when a person enters the organization, he expects on the availability of energy and skill, from organization. The transaction between the individual and the organization emerges and this is considered to be a successful relationship when a person feels that Abilities and skills that he gives to the organization

will receive lower wages and benefits. And organizations acquired acceptable benefits by the costs that individuals pay. So when the two sides be satisfied in relation to the organization, a phenomenon occurs which is called synergy (for Azari, 1391).

Thus, human resources devoted to the goals and values of the organization and desire to maintain a membership that he used all the efforts beyond the duties and responsibilities specified in the job description. Because the internal commitment and practical commitment to the task of implementing is for preventing any failure tin the work (Behrangi, 1388). Organizational health has implications beyond the short-term efficacy and refers to a set of organizational characteristics relatively durables, A healthy organization, not only in their environment remains stable But also in the long term is sufficiently adapted to its environment Provide the necessary skills to survive and expand (AKbab, 2004). The school is just not

a collection of buildings and surrounding areas, but also includes students, teachers, employees, officers, health workers and social workers, servants of the buffet and food vendors that work in school and for school. Moreover, it includes parents and those who serve the schools involved in health promotion (Aghaei, 1391). The main problem that the researchers wanted to answer is: Do implementation of health programs in secondary schools of Galledar reached the desired goals?

The importance and necessity of research

In developing and developed communities, especially in industrial societies roles of human resources with qualified education have been high. And education plays a key role in fostering these sources (Ahanchian, 1391).

Parsons believes that every society must solve the following four basic issues to sustain their growth and survival, the:

- 1-Obtain adequate resources and adapt to the environment
- 2-Set and achieve goals (function of goal)
- 3-Maintain solidarity within the system (function of unity)
- 4-Establish and maintain a system of unique values

So organizations including schools, should add two tool needs (adaptation and realizing

the objective) and expressive needs (social unity and integrity of the normative). In fact, it is assumed that healthy organizations provide both groups of needs. In the meantime, it can be stated that the main objective for all organizations is to improve efficiency and effectiveness. According to experts' opinions, attention to the quality of the work has led to the primacy effect. The effectiveness of the managers is one of the concepts and issues that have been discussed by experts, that shows the effectiveness of the managers can include several important factors such as school climate, productivity management processes, problem solving, education, quality of student learning and Their academic achievement, provide training and proper use of resources, good human relations, spirit, job satisfaction, and so on (KhayatJadidi, 1391).

it is necessary that Considering the importance and impact of organizational health that provide the Director with respect to the effectiveness and efficiency of a process approach and will ultimately contribute to school effectiveness, That educational organizations receive health organizations which is leading to the effectiveness of an organization.

Purpose of the study

Investigate the relationship between evaluating the effectiveness of health programs in secondary schools Galledar (from the perspective of teachers and trainers)

The main hypotheses:

There is a significant relationship among evaluating the effectiveness of health programs in secondary schools of Galledar (from the perspective of teachers and educators).

Secondary hypotheses:

- 1- There was a significant relationship among status of the staff morale of Galledar in secondary schools.
- 2- There is a significant relationship among the staff state of emphasis in secondary schools of Galledar.
- 3- There is a significant relationship among the staff state of Consideration in secondary schools of Galledar.
- 4- There is a significant relationship among the staff state of construction in secondary schools of Galledar.
- 5- There is a significant relationship among the staff state of support in secondary schools of Galledar.
- 6- There is a significant relationship among the Institutional unity between schools of Galledar.

Research type and Method

This research is a descriptive - survey that use correlation. As this research aims to study the changes in the health of an organization's managers and on the other hand it is not intended to influence or manipulate variables and only seek to evaluate variables and relations between them, Therefore correlation method is used. (Sarmad, 1383).

Population and sample size

The research includes all managers and coaches in secondary schools of education in Galledar that work in 1393-94.

Statistical sample and method of sampling:

The statistical sample in this study is based on the table, "Morgan" by 850 individuals of the research community from teachers 381 individuals randomly selected.

Methods of Statistical Analysis

Because of calculating the correlation between variables and distance data for the analysis from statistical data in first to sixth hypotheses, Friedman test and Pearson's correlation coefficient were used.

Data statistical inference:

Statistical inference related to test of the main hypothesis of research:

There is a significant relationship among evaluating the effectiveness of health programs in secondary schools of Galledar.

There was a significant correlation between organizational health and effectiveness of

schools (284/0). Therefore, the null hypothesis based on the lack of the correlation between these variables is rejected, and concluded that by increasing the scores, effectiveness of the health increases.

Data Statistical inference related to testing of secondary hypothesis of research:

There was a significant relationship among status of the staff morale of Galledar in secondary schools.

As shown in this **Table 1**, there was a significant relationship among status of the staff morale of Galledar in secondary schools(0/385). Therefore, the null hypothesis of non-correlation between these variables is rejected and concluded that by increasing the scores of health, the status of the staff spirit is increased.

There is a significant relationship among the staff state of emphasis in secondary schools of Galledar.

As shown in this **table 2**, there was a significant relationship among status of the staff emphasis of Galledar in secondary schools)087(0/. Therefore, the null hypothesis of non-correlation between these variables is rejected and concluded that by increasing the scores of health, the status of the staff emphasis is increased. But this change is low.

There is a significant relationship among the staff state of Consideration in secondary schools of Galledar.

As shown in this **Table 3**, there was a significant relationship among status of the staff consideration of Galledar in secondary schools (0/134).Therefore, the null hypothesis of non-correlation between these variables is rejected and concluded that by increasing the scores of health, the status of the staff consideration is increased. But this change is low.

There is a significant relationship among the staff state of construction in secondary schools of Galledar.

As shown in this **Table 4**, there was a significant relationship among construction organizational health of schools of Galledar in secondary schools (0/349).Therefore, the null hypothesis of non-correlation between these variables is rejected and concluded that by increasing the scores of construction, the scores of this dimension is also increase.

There is a significant relationship among the staff state of support in secondary schools of Galledar.

As shown in this **Table 5**, there was a significant relationship among organizational health of schools of Galledar and support of staff in secondary schools (0/182). But this correlation is seen only between the support

of staff and organizational health and a significant correlation was not found with other school support of the staff. Therefore, the null hypothesis of non-correlation between these variables is rejected and concluded that by increasing the scores of support, the scores of organizational health is also increase.

There is a significant relationship among the Institutional unity between schools of Galledar.

As shown in this **Table 6**, there was a significant relationship among organizational health of schools of Galledar and Institutional

unity in secondary schools. But this correlation is seen only between the Institutional unity and organizational health of schools (0/234). While a significant correlation was not found in the organizational health of schools, there is a significant relationship between structural unity and organizational health of schools. Thus, by increasing the scores of structural unity, the scores of organizational health is also increase.

Ranking of school organizational health variables by Friedman test: (**Table 7**).

Table 1: The correlation between organizational health and spirit status

spirit status of the teachers	health		
.385(**)	1	Pearson correlation	organizational health
.000		Significant level. (for the tests of one domain)	
381	381	numbers	
1	.385(**)	Pearson correlation	spirit status
	.000	Significant level. (for the tests of one domain)	
381	381	numbers	

Table 2: The relationship between organizational health and the staff state of emphasis

staff state of emphasis	health		
.087(*)	1	Pearson correlation	organizational health
.046		Significant level. (for the tests of one domain)	
381	381	numbers	
1	.087(*)	Pearson correlation	staff state of emphasis
	.046	Significant level. (for the tests of one domain)	
381	381	numbers	

Table 3: The correlation between organizational health and Consideration of the staff

staff state of Consideration	health		
.134(**)	1	Pearson correlation	Organizational health
.004		Significant level. (for the tests of one domain)	
381	381	numbers	
1	.134(**)	Pearson correlation	staff state of Consideration
	.004	Significant level. (for the tests of one domain)	
381	381	numbers	

Table 4: The correlation between the construction and organizational health

Organizational health of schools	constructi on		
.349(**)	1	Pearson correlation	constructi on
.000		Significant level. (for the tests of one domain)	
381	381	numbers	
1	.349(**)	Pearson correlation	Organizat ional health of schools
	.000	Significant level. (for the tests of one domain)	
381	381	numbers	

Table 5: The correlation between the support of the staff and organizational health of schools

Organizational health of schools	Support of staff		
.330(**)	1	Pearson correlation	
.000		Significant level. (for the tests of one domain)	
381	381	numbers	
1	.330(**)	Pearson correlation	Organizat ional health of schools
	.000	Significant level. (for the tests of one domain)	
381	381	numbers	

Table 6: The correlation between the Institutional unity and organizational health of schools

organizational health of schools	Institutional unity		
.234(**)	1	Pearson correlation	Institutio nal unity
.000		Significant level. (for the tests of	

		one domain)	
379	379	numbers	
1	.234(**)	Pearson correlation	organizational health of schools
	.000	Significant level. (for the tests of one domain)	
381	379	numbers	

Table 7: Friedman ANOVA test for ranking variables of Organizational Health of Schools

significant number	Degrees of freedom	Test statistic	variables of Organizational Health of Schools
0/000	6	113/03	

Table 8: Mean ranking and prioritization of variables of School organizational health

Mean ranking	prioritization	School organizational health
3/55	first	Institutional unity
2/36	second	Effectiveness of managers
4/57	third	consideration
5/39	forth	construction
3/35	fifth	Support Resources
3/03	sixth	Science emphasis
5/24	seventh	spirit

CONCLUSION

School as an official educational center has an important role to rising the next generation, and this sensitivity is very important for the country, It takes a special look at the issues of internal and external to improve the performance of the training centers and implement policies in the knowledge-based country, To raise the level of teaching and learning and to achieve larger goals of educational, social, cultural and economic Which constitute the foundation of the country's independence.

Considering the importance of the subject, in this research investigated the relationship between the health organization of the secondary schools in Galledar from the perspective of the teachers and educators. Organizational health is another framework for conceptualizing the General atmosphere of the public school. The concept of organizational health of an organization draws attention to a situation that, Facilitate the development of organization or cause organizational dynamics which is not a new concept.

"Matthew Miles," defined a healthy organization as organization that not only lasts, but also compromise in a long period. And developed their ability to survive and adapt continuously. One thing that is clear in this definition is that, Healthy organization is successfully dealt with the outer barrier and leads its power in different objectives and goals effectively. Of Course the performance of an organization on a particular day may be effective or Ineffective.

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