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THE MODEL BUILDING DESIGN POWERFUL PSYCHOLOGICAL GAS COMPANY EMPLOYEES ISFAHAN

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ABSTRACT

Back two kinds of approach to strengthening there are mechanical approach, Strengthen synonym for power decision making to lower levels of the organic material ever recovered and the approach, Strengthen a concept a few beautifully he knows that according to the perceptions of workers to their role in job and The organization as a process the increase in internal stimulus staff in performing the assigned duties is defined as. and that includes five merit, effective, being meaningful autonomy and confidence in job. organizational factors are examined including: Having clear goals structure of organizational performance assessment, reward system there will be no access to employees to the resources and professional growth of employees. The purpose of doing research, The amount of the employees ability to study based on dimensions and strengthening relationship of any one of the main factors conditions An organization with the same level of staff and ability at the end strengthening model for employees. present research due to the nature of the matter and a description of the kind of survey. present research due to the nature of the matter and a description of the kind of survey. All the employees official Isfahan city gas company in the year 2011- 2012 which includes 344 people as a society statistics As a abstract in the study 117 people company. For measurements of function” questionnaire to analyze information and methods of her portrait of a group solidarity and the coefficient of use. The research findings show that the level of staff ability merit, effective, Being meaningful and desirable autonomy at the level of the later but trust in ideal. Also about the relationship between organizational factors with ability level of personnel, The research shows that the amount of ability factors and having clear goals, The system performance evaluation system will reward, education and access to resources to employees meaningful relationship and direct And with factor structure of organizational relationship between age and reverse.

Keywords: *Strengthening, Strengthening Dimensions, Culture, Education, Participation*

INTRODUCTION

Since 1990 to this debate has been discharged with organs that powerful committed Skilled and motivated a better will be able to with changes and j-and competition. Today the main distance and take a deep breath between nations impressive knowledge and ignorance is not property and grew rich. The main challenge of human resources. Today power nation competitive in quality of human capital. Today activities separate and individual cannot be useful and a organization in return for his The people are responsible for the organization and goals. (Abdullahi, 2005).

In fact it is strengthening that by creating interest, and stimulus education, capabilities and competence of the Staff raved and the realization of the goals of the Organization the responsibility of powerful people who. Strengthening employees of one of the effective techniques for increasing the productivity of personnel and optimal use of capacity and ability of the individual and group activities are in line with organizational goals. In other words to strengthen create the conditions meaning that people can their works firstly with inner motivation, Secondly finally reach with complete success.

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Express the issue

The present human life with changes and development of wonderful organizations as a collection of human life, for survival and growth should be, In confrontation with the great changes prepare, Otherwise the world chariot competitive. purpose of these readiness, technology readiness and equipment is not-they must be employees of the main investment and valuable organization to prepare. After years experience, the world has concluded that if an organization wants to be in the economy and The pioneer work in the competition arena and should not force the human expert, Creative and motivated have a high. Human Resources based on a real wealth of the organization. The human capital and productivity in organizations there is direct relation. the concerns of important economic institutes the world successful, collecting human capital is cultured and resulting That will be able to to be consistence development in an organization.

The importance and value research

Strengthening technical and new effective to enhance the productivity of the organization by making use of the can be employees of. employees of the medium of knowledge experience and motivation of hidden power and are in fact strengthening free this power. reasons for care managers can be due to strengthening of the agents under: 1.skills studies management shows that strengthening under the hands an important part of the effectiveness. 2. The analysis Power and control in organizations indicate that the share of the employees in that power and control, organizational effectiveness increase. 3.The experiences of a group in the organization of the implication of this is that Strengthening strategies an important role in the creation and survival group.

In the principle of strengthening a sense of ownership and ideological system management start up. still many of the managers have not been able the notion of their employees that every morning when he began The work ask "how today can at least work to do? "In the case that each employee needs to know what Him victorious and or what committed more .human always want the difference. And the organization that is needed that the difference between a (Blanchard,2002). In other words strengthen, It is the vertical useful and other similar methods to increase the freedom of action of employees. Some of the theorists and researchers strengthen more or less the same cooperative management. His subordinates-participation in decision making and the maximum of the conflict the (Kim, 2002). Some Other strengthen a form of lack of concentration they know that required the submission decision powers constitution to subordinates.

Staff in strengthening needs not only are to be enough education and financial credit And enough information to be able to possess in the field accountable for their decisions (Yoon, 2001). Powerful program is as things to others who can do to you less than rely on (Hill & Huq, 2012). Comprehensive definition of strengthening is presented seven later constitution:

1-the authority: The managers should have in order to capable subordinates, The authority delegated to them. 2-decision making: to his subordinates should be allowed to decision making in the affairs of the organization. 3-information: Should necessary information and enough subordinates. 4-independence independence should be enough without strong supervision to subordinates. 5-creativity and innovation should be allowed to use his subordinates of the ways creative and innovation. 6-knowledge and skill: powerful staff knowledge and skill necessary for accepting things should have. responsibility: men for works that accepting responsibility will be (Petters & et al, 2012)

Strengthening approaches:

Quinn and Spreitzer study with a square in the middle managers of the company pioneer, two different approach for strengthening: mechanical approach: Based on this view Strengthening means delegated authority and power to the staff will be strengthening lower linear In which senior management a clear insight and compilation of programs and functions provided for employees and allow them to in case of need changes and procedure reform process .

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Organic material ever recovered approach :

According to this approach to strengthening means risk vulnerability, growth and change and also to trust employees and bear their mistakes are. The existing organizational structures to prevent doing the right thing at a. employees able mistakes but mistakes should not be punished for this. employees should be asked for powerful amnesty and pardon to be easy. They must be very risky and ravages And also sense of property compared to the organization of the He has had to be created and has judged, Differences reveal and solve. In short from this viewpoint, As a process to strengthen risk vulnerability and has been defined personal growth from (Matthews & et al, 2003).

Building powerful psychological dimensions

1. Feeling being meaningful

being meaningful is an opportunity that people feel their job goals and important value, In the sense that they feel in a road to their time and their force is worth. With mean value with that means of job goals, and internal interest to job. With the proportion of the work requirements with beliefs, values and behaviors has. Without considering the killed organizational People tend to try to negotiate for them that they have a concept of (they were symbolically offering (Greasley & et al, 2004).

2. Feel merit

The merit or ,..... belief in the ability and capacity to perform skill works. In fact belief in individual motivation to change sources and intuitive chain of measures with regard special requirements situation that it can be with the inability. In other words merit to the level that a person can be a job duties with the skill to do that and he has referred down will cause people of the opportunities that the suitable skill is needed to avoid (Klidas, 2002).

3. Feel autonomy

While merit a skill it is behavior, Their individual autonomy had a feeling about the right choice for step and activity. Autonomy independence indicator in step and its continuation behaviors and process .feel autonomy with the less than in work environment and job satisfaction and higher levels action of work and activity more creating work and higher levels conflict job and work pressure is less than. From the viewpoint of the management school, He autonomy or freedom of action should be in accordance with type of work and the responsibility that is the responsibility. The freedom of action and authority has been granted by the individual must be balance and proportion (Bild, 2006).

4. Feeling of effective

to be effective is the extent in which individual ability to influence in the outcome of the strategic Administrative and operational work in Dara. People who later without effective in them is strong to The limited their capabilities by external barriers do not believe in, But believe that the obstacles can be controlled, they feel that he had active control, to allow them to environment with demands in line. Unlike a passive control in that it demands of people environment demands parallel. People who feel effective are strive instead of behavior in reaction to environment, Control of what they see and maintain. (Sasiadk, 2006)

5. Feel confidence

powerful people have sensory to name a confidence are be sure that they are fair with them and the same will be treated. The people of this make sure maintain that even in the final results under his hand their works, justice and peace. Usually this means that they feel that they are sure that officials in charge power centers or the owners of the power They will not be damaged or loss and that candid with them will be treated (Sallee & Flaherty, 2003). Having this feeling that others behavior and prove reliable and

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information can be regarded as a sure and that the action will be an outlaw, All feel a part of the formation ability in people (Gomez, 2001).

Organizational conditions

The theorists believe that management and organization for employees that feel ability, conditions should be necessary and should be provided in the organization. The organization management and staff must be prepared to be Change the organization of the pyramidal organization of the circle, change his attitude of personnel, create a stimulus by way of giving power and dignity cooperative management, leadership facilitate establishment of the and the formation of The powerful group of powerful factors building employees. (Randolph, 2000)

1. Having goals and clear insight

Clear goals and challenge questionable ground for one of the factors has powerful employees. In the debate on characteristics of an organization that has powerful people facilitate, The first factor of having a bright perspective and challenge is questionable. very powerful people feel that senior management view and strategies of the organization understand. Because of this they feel that understanding that they will need to fit for performing the assigned duties as They are independent to waiting for instructions and guide lines senior management (Tabora,2000).

2. Organizational structure

Scholars and researchers management, organizational structure. As one of the powerful factors employees building. Usually structures at bureaucrat at management style and despotic regimes to the training of employees of dependence have denied their opinions, Do not respond with the skill works Lack of meaningful goals of an organization and the inability of employees to follow. But in organizations Powerful organizational structure in a way that is designed for employees can be the Nile to the results Their opinions and what he has done to it is necessary, work, not just performing duties and that receive reward (Mintzberg, 1998)

3. Assessing performance

The principle in any task that is true "If you evaluate anything, There is no possible renovation ". The main aim at assessing the, to help people in work is better than no punishment or reward grant. experts, assessing performance based on the merit of the corresponding factors with its powerful (Saadat, 2006). In a The organization of the powerful people in responsibility are shared in assessing performance of participation. One of the most important change that should be in the system of the management performance of, Islamophobia the focus of the system. Instead of formula " Payment by time ", philosophy "payment Return for performance of dominant (Cook & Crossman, 2004).

4. The system reward cards

Final control that most useful powerful support in the process to the reward. Establish basic values and goals like reward, known methods for gaining favorable results are. The reward to the general interest in our But the reward is that the development and expansion of powerful, Like he had influence on the qualification based on,. For the powerful staff in a polling system suitable reward must share each person it . (Kinlaw,2004)

5. The growth professional staff

Staff training and development and professional growth program strengthening their basic ingredient. In organize new organize learner have been recognized, managers and strengthen management measures based on it a lot of interest has shown, This interest because it is strengthening in the spread of culture

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learning great role. In organize new environmental leader should provide that allow the individual to each learn, growth, To be developed and shared in the works. In such organize employees will learn their capabilities and develop. This issue which means that they must be with a collection of the challenges faced constant and continuous (Abtahi, 2004).

6. Access to resources to employees

managers that staff are like powerful defenders are back in football team players Attack line. More resources for consumers and would be removed from the line and less obstacles are and the commander. The most important resources that can enable managers provided, resources that are to help people to work on his life and control, Education-feel and feel individual independence (Abdullahi, 2006).

METHOD OF RESEARCH

Research method in this type of research is a descriptive of the kind of survey ,That for the collection of the literature method a library has been used to test and study the theory and research of the use of the questionnaire. Statistical society this research all the employees official Isfahan city Gas company in the year 2011- 2012. Method sample in this research method to abstract simple. to collect the data related to decency, autonomy, and effective means of trail Powerful psychological confidence questionnaire Spitzer and has been used to gather data about type of confidence from Mishra questionnaire.

Table 1: Detailed information on sample characteristics and general

Percent of frequency	Frequency		Variables
92.4	108	Man	gender
7.7	9	Woman	gender
10.4	12	Between 1-5years	experience
12.8	15	Between 5-10 years	
7.7	9	Between 10-15 years	
20.5	24	Between 15-20 years	
48.7	57	Over 20 years	
12	14	Between 20- 30 years	gender
24.1	27	Between 30-40 years	
40.2	47	Between 40-50 years	
24.8	29	Over 50 years	
6.8	8	Below of diploma	Education
38.5	45	Diploma	
13.7	16	Over diploma	
34.2	40	BA	
6.8	8	Master degree	

Analysis information:

Based on the data in the results of the questionnaire General Information detailed specifications regarding characteristics and As an example of the general public who had a regular number in the table (1), have been referred to as uniformly as possible.

The table No. (1): detailed information on specifications and characteristics

Davidic descent statistics:

The main question I: The ability of employees based on dimensions in strengthening Gas company in Isfahan what extent? For confirmation or confirmation of the main question should be first the questions of secondary one and V its editing. Therefore in the following study the questions of first five has been

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dealt with. Secondary question first: Do ability level employees then merit at the level ideal? In this test the Statistical theory of the following :

In this test the hypothesis with regard to the table (2), t has been observed in $p \leq 0.05$ the level has been meaningful ($t_o = 24.429 > t_{o.05,116} = 1.658$), we assume H_o and suppose The confirmation or H_1 .

The table (2): single test sample was related to the question first

P	N	Std	T	Mid	First question
0/00	117	116	24.29	4.29	goodness

Secondary question: Do ability level employees then autonomy ideal at the level? In this test the Statistical theory of an under:

In the result with The table (3), t has been observed in $p \leq 0.05$ the level meaningful

($t_o = 24/429 > t_{o.05,116} = 1.658$) , we assume H_o and H_1 opposite assumption confirmed .

P	N	Std	T	Mid	Second question
0/00	117	116	9.430	3.7	Self active

Third secondary question: Do ability level employees at the level of effective ideal? In this test the Statistical theory of the following:

In the result with The table (4), that has been observed at $p \leq 0.05$ the level meaningful,

($t_o = 9.43 > t_{o.05,116} = 1.658$) assuming H_o and H_1 opposite assumption confirmed .

P	N	Std	T	Mid	third question
0/00	117	116	8.864	3.663	effective

The table number (4): test, single model related to the question third secondary

The question IV: ability level employees then being meaningful in desirable level? In this test the Statistical theory of the following:

In the result with The table (5), has been observed in the level $p \leq 0.05$ meaningful

($t_o = 8.864 > t_{o.05,116} = 1.658$) , we assume H_o and H_1 opposite assumption confirmed .

P	N	Std	T	Mid	Forth question
0/00	117	116	21.673	4.242	meaning

The table number (5): single t- test sample was related to the question secondary

The fifth question: any ability level employees at the level of ideal confidence? In this test the Statistical theory of the following :

In the result with Pay attention to the table (6), has been observed in the level $p \leq 0.05$ meaningful

($t_o = -3.716 > t_{o.05,116} = 1.658$) we assume H_o accepted and assumed

against or reject H_1 .

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The table No. (6): T- test, Portraits of a sample is related to the question secondary V

P	N	Std	T	Mid	Sixth question
0/00	117	116	-3.716	2.737	trust

The sixth question: Is the ability of personnel and organizational factors in Isfahan Gas Company there is? For the confirmation or confirmation of the main question II should be the questions of secondary six or eleven to its editing .

Question VI: between factors having transparent goals employees and having the ability there is? In this test the Statistical theory of the following:

With regard to table (7) levels are smaller than $p \leq 0.05$ level the error ($t_o = -3.716 > t_{0.05,116} = 1.658$). so it can be said that test rejected in the area H_o and H_1 acceptance and it is like coefficient equal to $0/478$ can be aid that the employees ability level with clear goals having a meaningful connection and direct .

The coefficient of determination of the basis has been calculated it can be said that %22.9 the powerful changes with change goals be justified.

The table number (8): coefficient between powerful and having clear goals ? In this test the Statistical theory of the following:

Number	Level of meaningful	Coefficient Determination	Coefficient	Self making/ dimension of organize
117	0/000	0/229	0/47	Brigth goals

With regard to the table (1) levels are smaller than $0/05$ level the error ($0/000$). so it can be said that test rejected in the area H_o and H_1 accepted and it is like coefficient equal to $0/477$ can be He said that the staff level of ability with reward system polling a relationship meaningful and direct. The coefficient of determination of the basis has been calculated it can be said that %22/8% the powerful changes with change justifiable reward system polling .

The table number (8): coefficient between powerful and having clear goals

Number	Level of meaningful	Coefficient Determination	Coefficient	Self making/ dimension of organize
117	0/000	0/228	0/477	Re wading organize

question VIII: Do the factors to the resources and access to employees ability there is? In this test the Statistical theory of the following:

With regard to the table (9) levels are smaller than $0/05$ level the error ($0/000$). so it can be said that test rejected in the area H_o and H_1 accepted and it is like coefficient equal to $0/05$ can be He said that between the surface capability factor employees with access to resources to a meaningful connection and there are direct . The coefficient of determination of the basis has been calculated it can be said that 21% of the powerful changes with change access to resources be justified .

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Number	Level meaningful	of	Coefficient Determination	Coefficient	Self making/ dimension of organize
117	0/000		0/210	0/458	Access of resource

Ninth question: Does the structure factors and organizational ability of employees there is? In this test the Statistical theory of the following:

With regard to the table (10) levels are smaller than $\alpha = 0.05$ level the error ($\alpha = 0.000$). so we can Said that test rejected in the area H_0 and H_1 has been accepting and as coefficient equal to -0.513 . It can be said that the level of ability of employees by the organization structure of a meaningful connection and non direct. The coefficient of determination of the basis has been calculated it can be said that $26/4$ the powerful changes with justifiable change organizational structure .

The table number (10): coefficient between the powerful and the organization

Number	Level meaningful	of	Coefficient Determination	Coefficient	Self making/ dimension of organize
117	0/000		0/264	-0/513	Structure of organize

The ten question: Are there factors assessing between performance and capability of employees there is? In this test the Statistical theory of the following :

With regard to the table (11) levels are smaller than $\alpha = 0.05$ level the error ($\alpha = 0.000$). so we can Said that test rejected in the area H_0 and has been accepting and H_1 has been accepted because of oefficient equal to 0.481 . It can be said that the level of staff capability by the assessing performance of a meaningful connection and direct There is. The coefficient of determination of the basis has been calculated it can be said that $23/1$ the powerful program changes With the change assessing the justifiable .

The table number (11): coefficient between powerful factor and assessing performance of building powerful

Number	Level meaningful	of	Coefficient Determination	Coefficient	Self making/ dimension of organize
117	0/000		0/152	0/399	education

Secondary question XI: between education and ability factors employees there is? In this test the Statistical theory of the following:

With regard to the table (12) levels are smaller than $\alpha = 0.05$ level the error ($\alpha = 0.000$). After It can be said that test rejected in areas H_0 and H_1 has been accepted in the area and it is like coefficient equal to 0.399 . It can be said that the level of staff capability factor of growth with professional employees of a communication means And there are direct.

The coefficient of determination of the basis has been calculated it can be said that $15/2$ the changes With powerful growth change professional staff is justifiable .

Experimental model presented

test the theory with research how a relationship of any independent variables with the dependent variable in the form of that The hypothesis of this research had been put forward clear. The theory in total were

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investigated. With regard to the data have been collected and statistical activities related, All theory research was confirmed by. In this section by using the techniques of multiplex factors diagnosing analysis such as multiple path analysis how relations corresponding internal variables dependent variable with Research determined and share of each one of them are in explaining variable dependent on research and how to share in the amount of the solidarity, the kind of share in the positive direction or negatively, Type of connection (directly or indirectly) will be reviewed. In this research in order to multiple relations a few immutable and the collective effects of same time independent variables Of expression can be explain models of research analysis technique has been used diagnosing multiple. With regard to the number of independent variables, The step by step method that a suitable method for this use is the table number (11). (Sarmad, et al, 1382) The table number (13) test results diagnosing multiple experimental models research

Path analysis

For test model or experimental models designed in the research methods course analysis used that The results of that model being suitable for. In this way design with digram route direct relations and lack of direct relationship Venice (in the case of assumption zero solidarity in variable) A number of the body is shown. In addition to that in the method analysis path has in addition to manuscripts The nonlinear functions relations function” also help create better conditions to judge function” relations about relations beyond the manuscripts which is based on calculating coefficients is solidarity is. In this method the weight Beta (coefficients standard diagnosing) and the coefficient of petty crime 2as path coefficients use And the amount of the coefficient signs and a sign to privileged persons and investment that are relevant variable is treated. On the other hand analysis route diagnosing a kind of analysis is applicable beyond the superficial analysis of diagnosing. In a way that the analysis path in addition of direct relations between function line direct and Non, Relations between the direct nonlinear functions function (Mansorfra, 1385) figure (1):Final model research

conclusion based on the findings of the analysis

The conclusion of the first secondary question:

In this test the hypothesis with regard to the table (2), t has been observed in the level

$P \leq 0.05$ meaningful and has been since it has been observed 24.429 greater than, the table (1/658) so it can be said that assumption H_1 that represents employees feel ability After merit be accepted and rejected assumption H_0 .

The conclusion of the second secondary question :

In this test the hypothesis with regard to the table (3), t has been observed in the level

$P \leq 0.05$ meaningful and has been since it has been observed (24.429) greater than, the table (1/658) so it can be said that assumption H_1 that represents employees feel ability After autonomy, accepted and rejected assumption H_0 .

The conclusion of the third secondary question :

In this test the hypothesis with regard to the table (4), t has been observed in the level $P \leq 0.05$ meaningful and has been since it has been observed (8/864) greater than, the table (1/658) so it can be said that assumption H_1 that represents employees feel ability The effective is being accepted and rejected assumption H_0 .

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The conclusion of the fourth secondary question :

In the exam this theory with regard to the table (5), t has been observed in the level

$P \leq 0.05$ meaningful and has been since it was has been observed (21/673) greater than, the table (1/658) so it can be said that assumption H_1 that represents feeling ability of employees meaningful is being accepted and rejected assumption H_0 .

Conclusion the question of secondary V :

In this test the hypothesis with regard to the table (6), t has been observed in the level

$P \leq 0.05$ meaningful and has been since it has been observed (-3.716) smaller than, the table (1.658). so it can be said that assumption H_1 that represents employees feel ability The trust will be rejected and accepted assumption H_2 .

The conclusion of the sixth secondary question :

With regard to the table (1) levels are smaller than $0/05$ level the error ($0/000$). so it can be said that test rejected in the area H_0 and H_1 has been accepted. For the two variable coefficient (petty crime) equal to 0/478. This coefficient indicates a relation The meaningful and direct a clear goals and the amount of the employees ability.

The conclusion of the seventh secondary question :

With regard to the table (1) levels are smaller than $0/05$ level the error ($0/000$). so it can be said that test rejected in the area H_0 and H_1 has been accepted. For the two variable coefficient (petty crime) equal to $0/477$. This coefficient indicates a relation The direct and meaningful reward system based on the operation of voting and the amount of the employees ability.

The conclusion of the secondary question VIII :

With regard to the table (3) levels are smaller than $0/05$ level the error ($0/000$). so it can be said that test rejected in the area H_0 and H_1 has been accepted. For the two variable coefficient (petty crime) equal to $0/458$. This coefficient indicates a relation The meaningful and direct access to the resources and the amount of the employees ability.

The conclusion of the ninth secondary question :

With regard to the table (10) levels are smaller than $0/05$ level the error ($0/000$). so it can be said that test rejected in the area and the acceptance. For the two variable coefficient (petty crime) equal to -0.513 . This coefficient indicates a relation meaningful and reverse the structure of organizational ability and the amount of the employees. I mean how much the structure of the organization a hierarchy, employees feel less ability and vice versa .

Conclusion the question of secondary X :

With regard to the table (11) levels are smaller than ($0/05$) level the error ($0/000$). so it can be said that test in the area H_0 and H_1 has been accepted. For the two variable coefficient (petty crime) equal to $0/481$. This coefficient indicates a relation meaningful and direct the assessing the ability and the amount of the employees.

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The conclusion of the eleventh secondary question :

With regard to the table (12) levels are smaller than $\alpha/5$ level the error (α). so it can be said that test rejected in the area and the acceptance. For the two variable coefficient (petty crime) equal to $\alpha/399$. This coefficient shows a The direct relationship between age and professional growth and the rate of staff ability.

The conclusion of the research model

With regard to the table (13) an assessment of the amount of meaningful test Fit at the level that 50% shows that diagnosing equation valid and the results of that analysis can be. Multiple variable coefficient four The remaining analysis in diagnosing dependent variable with $\alpha/719$ be determined coefficient net $\alpha/5$. That means Explain 50% percent varians variable dependent variable through this four percent and remaining by other variables explain. With regard to each of the coefficients diagnosing diagnosing variables equation coefficients of standard (Beta) compare ability has been the way variables structure organizational reward system there will be no having clear goals and assessing performance as the most effective at varians dependent variable.

Executive proposals

The important factors for survival and the life of the organization are now quality and the high level of force ability human . That is the main difference between the organization of the knowledge should be considered as ignorance and not finance grew rich and. As the most important source of human, most expensive and most valuable capital is considered as one of the. In this regard to improve ability level of staff and the Organization of the following suggested:

1. managers for creating powerful building information employees should an organization necessary for functions In the disposal of them. If we want really to people decisions and adopt suitable and responsible action must be in on the performance of organizational missions programs, goals, credits and in general what happens in the organization have to be aware.
2. basically the organizations and job life model based on collective and group organizing. Therefore activities and operations must be done by staff to be done. managers should instead of traditional hierarchy of team work. Since one of the basic pillar of the powerful building forming the team or group employment opportunities.
3. managers of the ideas and thoughts of the employees and programs to be used and the activities An organization involved in the. participation in the atmosphere develop creativity and innovation occurs and causes the growth and maturity of employees.
4. The system polling reward based on performance and conditional on. In rewards in the creativity initiative, and individual group Individual needs and interests, the difference between the individual species are reward serious attention.
5. Professional staff should not be amid the bureaucracy, that they cannot be captured by the use their creativity. On this basis the organization chart should be in accordance with the objectives and organizational ability level design employees.
6. having clear goals will cause employees to determine their route, the mission and organizational junk mail in this way to be enforced is determining what is the employees that the organization should be they do. Therefore there should be an organization goals to correct, an objective clear organization, Act so that the realization of the goals, and harmonious obtainable.
7. one of the most important change that should be in the system of the management performance of, Islamophobia the focus of assessing performance of the system. Instead of formula "pay in return for time", philosophy "pay in return for performance of dominant. If the powerful creation culture building, The center of interest should change and at least a part of it instead of individual performance of the operation of a group based on.

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8. In the culture strengthening, individuals must take responsibility for already vulnerable. The education should be part of strengthening processes inseparable. According to the environmental managers must provide to each allow the individual learn to growth, To be developed and shared in the works.

9. strengthening with provide the kinds of organizational resources to these people in duty assistance It has to do. Every how resources and information to the employees to be the same the amount of Added ability. Therefore managers should be to provide an more resources for employees to try.

10. identify characteristics of the individual employees and character with the criteria personal conduct and using them in the post An organization suitable.

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