



Investigate the Relationship between Organizational Structure and Organizational Performance in Aghajari oil and gas Production Company

Roham Yazdanpanah¹, Iraj Golestani² and Mohamad Zanganeh³

¹Faculty of Management, Allamehtabatabaie University, Iran

²Department of Management, Yasouj Branch, Islamic azad University, Yasouj, Iran

³Department of Management, Yasouj Branch, Islamic azad University, Yasouj, Iran

ABSTRACT

The aim of this article is investigate the relationship between organizational structure and organizational performance in aghajari oil and gas Production Company. The present research is applied research. Also according to way of data collection (research project), the present study are descriptive research. In classification based on the type of research, this study is correlational research. The population of the study consisted of all employees in aghajari oil and gas Production Company which were selected as the subjects of the study. In this research, questionnaire was used as a data collection tool. For analyzing data is used descriptive and inferential statistics by using the SPSS software. Research findings are as follows: (1): There is a significant relationship between organizational structure and organizational performance; (2): There is a significant relationship between complexity of organizational structure and organizational performance; (3): There is a significant relationship between formality of organizational structure and organizational performance; (4): There is a significant relationship between concentration of organizational structure and organizational performance.

Original Article:

Received 22 Nov. 2015

Accepted 10 Dec. 2015

Published 16 Dec. 2015

Keywords:

organizational structure;
organizational performance

INTRODUCTION

Introduction and Problem Statement

Participative management and professional ethics are two An era in which we live, is the era of organizations. In this era, around us is surrounded by large and small organizations. Most part of our different needs met by organizations. Although the organization has been discussed throughout the history of human life. In fact, after the Industrial Revolution, organization was stressed as a social phenomenon with the advent of large industrial and commercial organizations and developing the large public institutions. Today, social organizations have raised as one of the most diverse and complex systems. Because of this, the scientific understanding of the phenomenon requires a structural analysis of different dimensions. In fact, can be found recognition to an organization when organizational structure and different functions of organizations be assessed and analyzed. For this reason, need to know about management theories, dating or structure and its different dimensions, design and dimension of its different criteria for scientific analysis is required. In general, the structure and administration of any organization is not an end in itself, but is a means of achieving to the organizational goals for effective and successful implementation of tasks and responsibilities. Each organization needs to build of organizational structure and effective formations, so that tasks and responsibilities are clearly divided between different units and had been given the power versus their

responsibilities and duties. Non-effective formations and organizational structure has been introduced as an important factor in the lack of effectiveness in any organization. The understanding of organizational goals is the first step in understand of the organization and its effectiveness. Organizational objectives should reflect the organization's *raison d'être*. Structured events is in such a way that organizational structures is based on old structures and assumptions that is not consistent with their current duties. However, it is not in accordance with the current needs of society and has been neglected to the Human and motivational dimension of workforce. Due to the fact that the most important tasks of management is organizing and organizing is a dynamic process, it should be structured and revised according to the environmental change and reorganization have be taken according to the variables and affecting factors. Needs of society is existential philosophy of organizations and every organization is created in order achieving to the certain goal. In order to meet these requirements, organizations need to carry out better and more efficiently duties by employees; thus, effectiveness and efficiency is considered in the organization that the realization of both depends on the participation of individuals and organizational factors. Several factors affect the performance of employees. One of the affecting organization factors is structure. Good performance in the organization requires a certain structure in the organization. The internal structure of organization can be incentive or hinder of organization performance. Studies conducted in