

Analysis OF organizational Intelligence analysis and its relationship with the organizational pure for textile industry (Case Study: Yazd Textile Industries)

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Abstract: Applied to the study of human intelligence as a framework for the process of organizational intelligence, insight is to understand the process for developing institutional capacity for problem solving and decision making based on competitive understanding market opportunities are used. The capacity to collect information about business subjects like competition, customers, markets, economic trends and using information technology is empowerment to acquire, store and analyze this information. One of the competitive advantages of the present world is the pure of organization that its success in recent decades have many companies expand to the pure principles to other areas of their business including product design, processing, receiving, and deliver the order, the payment system even The their supply chains This study focuses on the effects of organizational intelligence agencies to promote of organizational pure at textile industry, offers a new approach to improve organizational performance. the correlation Test results show that between organizational intelligence and organizational pure confidence level of 95% and correlated with the degree of 0.217 is correlation. This means that the increase organizational intelligence increases organizational pure surface of the textile firms. The overall of organizational intelligence at confidence level of 95% is good and evaluation of overall of the organizational pure at three companies is not desirable.

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Introduction

In the current era, have realized that their life will be continued unless your organization have a strategy for the management and evaluation of organizations intelligence In addition to their strengths and weaknesses through their organizational intelligence techniques determine decision-making and planning, thus should avoid any undue focus on where the organization that cannot have any effect on the improvement of the organization's future Akgun et al, 2007 In any organization, in addition to a vast reservoir of creative and intelligent person, other factors also play an effective role in the process of organization performance. It's not enough just to try to organizations using various tools to measure intelligence recognize and employ intelligent people the employees of an organization may be intelligent, capable of the organization and mass intelligence is that the make the big activities. Ruhan et al, 2009 For survival and persistence in the competition, industrial companies need to create and recreate of knowledge endless, knowledge has become as source of value creation and sustainable competitive advantage. Organizational intelligence is the ability of a company to use advanced technologies for knowledge creation and management is remembered as a critical success factor for survival, On the other hand, companies that develop knowledge resources balance it and tangible resources have to with more business value Noticing.

Knowledge management is also increasingly integrated as a part of business for many organizations has become to help organizations effectively manage their competitiveness and knowledge creation, have associated. Experts poses in the business of creating knowledge as a basis for sustainable competitive advantage. Given the wide range of activity's companies in turbulent environment and extremely competitive has attracted Unfortunately, few studies as systematic about how the impact of variables has been done on other aspects of knowledge such as organization intelligence (Akgun et al, 2007).

Theoretica Foundations

Organizational Intelligence

organizational Intelligence is a new concept in the field of organization and management literature. Subject literature organizational intelligence back to the 1990s and its roots should search in the theories of knowledge management and organizational learning. But speaking of intelligence is introduced from 1991 clearly and explicitly in the article Matsuda as "intelligence", it consists of five elements and organizational intelligence in the form of product design information networks. Halal (1997) in relation to intelligence is presented framework in which the integrated infrastructure and organizational intelligence and cognitive methods is shown. In the framework of single-loop and double-loop learning is

one of its components, which means acquiring knowledge and improving methods. It also notes that organizations today are intelligent learning system that teaches you seen these people consist of complex information networks are used to cope with a complex world.

Libuvits (1999) published a book entitled / Create organizational intelligence, organizational intelligence is the first description of knowledge management. He knows KM application requires intelligence, organizational intelligence is defined

All Intelligence set in order to create a shared vision, and guiding the process of modernization of the system is used.

.Schwaninger (2001) book entitled Research systems and behavioral Science, has published a framework interwoven with various models within a coherent framework to explain the intelligence has been in the proposed framework, actions and behavior of the three pillars of intelligence considered. And is considered the fourth pillar of the identity and vision..Schwaninger suggests being pure, fast and powerful is not enough for organization, the main concern is getting smarter. According to his idea, ability for being smarter are: adaptation, learning and evolution.

Pure organizational

The final decade of the last century has seen extensive research in the field of lean production, so that different researchers in different studies of different aspects of the production system and its components are examined. Ph.D. dissertation in 1995 at the University Jrjya most important factor in failure to achieve production in the world is the lack of performance criteria.. Evaluate the performance and integrity of its systems, including production, sales, warehouse and logistics, maintenance, and logistic support as an important tool for reducing prices, improving quality and reducing the waiting time for delivery of goods to the customer Goods. (Lockmay, 1995) This paper evaluates the changes in the pure principles of lean manufacturing principles as follows: presentation of the model are: eliminating waste, continuous improvement, zero defects, on time delivery, stretch material, multifunctional teams, decentralization, integration activities, vertical information systems. (Ahlstrom & Karlsson, 1996, Mieir & Forrester, 2002).

Investigate the challenges of applying lean production Lean Production and Operations Management 27 participants shows that some areas of the production system.

Are Processes and equipment, planning and control, manufacturing, human resources, product development, customer relations, relationships with suppliers (Panizzolo, 1998).

Sample

The population of this study constitute three experts selected from Yazd Textile Industries (Yzdbaf, Ardakan textile weavers Saadat) that the study of about 2,100 people. Therefore, to determine the sample size must be distributed a preliminary questionnaire according to obtained SD, the final sample size is determined by the following formula. It is noted that most of these workers are employed in manufacturing and so in this study, only three companies, managers and key experts have estimated that approximately 218 people and are familiar with the concepts of pure and organizational intelligence are considered as the target population.

The results of the questionnaire indicated that the maximum deviation of the population standard deviation is equal to 0.227. So according to the standard deviation, maximum sample at error of 5 percent is equal to 58people of the questionnaires distributed, 64 completed questionnaires based were analyzed.

$$n = \frac{N \times Z_{\alpha/2}^2 \times \delta^2}{\epsilon^2(N-1) + Z_{\alpha/2}^2 \times \delta^2} \Rightarrow n = \frac{218 \times (1.96)^2 \times 0.227^2}{0.05^2(217) + (1.96)^2 \times 0.227^2} = 58$$

In this study 36-item questionnaire to measure organizational intelligence Albrecht (2003), which is a 7 and 5questionnaire to measure organizational pure and 47 questions was used before it has been invoked by many researchers.

Validity and Reliability

In this section results of analyze reliability, validity and data analysis will imply with using the Student t test, ANOVA and correlation.. According to the results of the reliability of the questionnaire was found that the amount of alpha alphabet equal to 937/0 is for questionnaire of organizational intelligence and 951/0 is for organizational pure. As the Cronbach's alpha coefficient was calculated to be greater than 0.65, we can conclude that the null hypothesis is confirmed, and this means that an acceptable level of reliability in the research questionnaire. In this study, factor analysis was used to assess the validity of the most valid method to analyze the validity of the survey instrument. Final results of the factor analysis for two questionnaire is as follows.

Table 1: KMO and Bartlett's test index of Organizational Intelligence Scale

0.649	vector index of sampling adequacy (KMO)	
630	Freedom level	Bartlett s test
0.000	Significance level	

Means of collecting research

After factor analysis, no indication was deleted from the final questionnaire and the final questionnaire was approved by the Institutional initial organizational intelligence and pure. As the above table shows, the adequacy of test samples with 0.649 and 0.573 ° C shows a good level of validity for the

assessment of organizational intelligence and organizational pure assumptions were designed as follows.

Assumptions research

The main hypothesis 1: Organizational Intelligence are desirable in Companies surveyed.

Table 2: Results derived from the theory of organizational intelligence at textile companies.

Test Value = 4						
Dimensions of Organizational Intelligence	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
organizational intelligence	-.452	63	.652	3.9691	-.2217	.1398

Main hypothesis 1 of this study indicate that organizational intelligence are desirable in this research.

Particular hypothesis 1-1: Organizational intelligence factors related to the strategic vision,, organizational intelligence is desirable at Textile Companies.

Particular hypothesis 2-1: Organizational intelligence Factors related to the common destiny of organizational intelligence is desirable at textile companies.

Particular hypothesis 3-1: Organizational intelligence Factors related to, organizational intelligence and desire to change is desirable at textile companies.

Particular hypothesis 4-1: Organizational intelligence Factors related to morale and organizational intelligence companies is desirable.

Particular hypothesis 5-1: Organizational intelligence Factors related to the unity and agreement of organizational intelligence textile companies is desirable.

Particular hypothesis 6-1: Organizational intelligence Factors related to knowledge application and organizational intelligence textile companies is desirable.

Particular hypothesis 7-1: Organizational intelligence Factors related to organizational intelligence, and performance pressure on textile firms is desirable.

Study hypothesis suggests that the five categories (Strategic Vision,shared fate, a desire to change, morale, performance pressure) of the seven categories of intelligence factors considered in this study are desirable. And two others (unity and consensus, knowledge) is not desirable. Now the question arises whether or not the impact of these seven factors impact on organizational intelligence is the same or not?

To answer this question was used analysis of variance (ANOVA). This is consistent with the hypothesis test as follows:

There are not Significant difference between the effectiveness seven categories of Organizational Intelligence factors.

$$H_0 : \mu_1 = \mu_2 = \mu_3 = \mu_4 = \mu_5 = \mu_6 = \mu_7$$

There are Significant difference between the effectiveness seven categories of Organizational Intelligence factors

$$H_1 : \mu_1 \neq \mu_2 \neq \mu_3 \neq \mu_4 \neq \mu_5 \neq \mu_6 \neq \mu_7$$

The results of the ANOVA are presented in Table 6.

Table 3: Results derived from the assumptions of organizational intelligence textile companies.

One-Sample Test						
	Test Value = 4					
Dimensions of Organizational Intelligence	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Strategic Vision	1.222	63	.226	4.1536	-.0913	.3786
Common fate	-1.548	63	.127	3.8490	-.3690	.0469
Desire for change	2.720	63	.008	4.3781	.0977	.6386
morale	1.369	63	.176	4.1629	-.0704	.3763
Alliances and agreements	-1.924	63	.059	3.8062	-.4153	.0078
Application of Knowledge	-4.508	63	.000	3.4336	-.8319	-.3209
pressperformance pressure	-.088	63	.930	4.0000	-.2360	.2160

Table 7, The results of analysis of variance in textile companies (organizational intelligence)

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	36.327	6	6.055	6.913	.000
Within Groups	386.260	441	.876		
Total	422.587	447			

The results of the analysis of variance indicated that at the 95% confidence level there are significant differences between the impact of organizational intelligence agents in textile companies studied.

The main hypothesis 2: pure organization of firms is desirable.

Table 4: Results derived from the assumptions of organizational pure at textile companies.

	Test Value = 4					
dimensions of organizational	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
organizational pure	-3.037	63	.003	3.7318	-.4612	-.0952

The main hypothesis 2 of this study indicate that organizational pure is desirable this research

Particular hypothesis 1-2: Organizational pure factors related to textile companies in supplier management is desirable.

Particular hypothesis 2-2: pure factors related to organizational purchasing and logistics systems for textile companies is desirable.

Particular hypothesis 3-2: organizational pure Factors related to the organization of human resources and textile companies is desirable.

Particular hypothesis 4.2: Organizational pure factors related to organizing and leading textile companies is desirable.

Particular hypothesis 5-2: Organizational pure factors related to information technology companies in the textile industry is desirable

Study hypothesis suggests that the two categories (system purchase and logistics, organization and

leadership) of the five categories of factors considered in this study was pure organization are desirable.

And three other categories (supplier management, organization, human resources, information technology) in this study are not desirable. Now the question arises whether or not the impact of these factors on the pure effect of the same organization or not? To answer this question, analysis of variance (ANOVA) was used. This is consistent with the hypothesis test as follows:

there're not Significant differences between the effects of five categories of organizational pure.

$$H_0 : \mu_1 = \mu_2 = \mu_3 = \mu_4 = \mu_5$$

There are Significant differences between the effects of five categories of organizational pure

$$H_1 : \mu_1 \neq \mu_2 \neq \mu_3 \neq \mu_4 \neq \mu_5$$

Table 5: Results derived from the assumptions of organizational pure textile companies.

One-Sample Test						
	Test Value = 4					
dimensions of organizational pure	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Supplier management	-3.923	63	.000	3.4875	-.7887	-.2563
Purchasing and Procurement System	-.154	63	.878	3.9931	-.2370	.2031
Human Resource Accounting	-4.689	63	.000	3.5437	-.6649	-.2676
Organization and leadership	.219	63	.827	4.0298	-.1607	.2004
Information Technology	-3.330	63	.001	3.6049	-.6482	-.1620

Table 6: Results of ANOVA textile companies (pure organizational)

ANOVA					
OL					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	17.166	4	4.292	5.346	.000
Within Groups	252.846	315	.803		
Total	270.012	319			

The results of the analysis of variance indicated that the 95% confidence level there are significant differences between the impact of organizational pure textile companies studied.

Analysis of the relationship between organizational intelligence and organizational pure

Table 7: Average organizational intelligence and organizational pure

Weavers Saadat company	Ardakan Textile company	Yazdbaf	
4.337	3.768	4.045	organizational intelligence
4.475	4.060	3.486	organizational pure

As can be seen, although some relationships in this table can be detected, but significant relation between the two variables is not known.. For example Weavers Saadat company is the highest organizational intelligence among the three is the highest rating organizational pure but Ardakan Textile Co. the lowest score assigned to organizational intelligence, the lowest rating Lowest rating pure organization not belonging to the company Yazdbaf. Therefore, it is necessary to test

the Correlation between two variables and their dimensions, to obtain more precise results.

The main hypothesis 3: There is a significant relationship between organizational intelligence and organizational pure.

Results indicate that between organizational intelligence and organizational pure 95% confidence level, there is a significant relationship This means that the increase organizational intelligence, organizational pure surface of the textile firms increases.

Table 8: The overall relationship between organizational intelligence and organizational pure

determination coefficient	Significance coefficient	correlation coefficient	Indicators
0.365	0.000	-0.217*	Organizational intelligence and organizational pure

Table 9: The relationship between dimensions of organizational intelligence and organizational pure

Information Technology	Organization and leadership	Human Resource Accounting	Purchasing and Procurement System	Supplier management	dimensions of organizational pure
					dimensions of organizational intelligence
0.519*	0.53	.194*	-0.201	0.341*	Strategic Vision
0.142	0.122	0.422**	0.083	0.295*	Common fate
0.158	0.362*	0.126*	0.197*	0.094*	Desire for change
0.261	0.380	0.81	0.064-*	0.211	moral
0.018*	0.352	0.043*	0.079	0.304	Alliances and agreements
0.110	0.137	0.316	0.161	0.077	Knowledge Application
0.171	0.85**	0.118*	0.008	0.163**	Performance pressure

Discussion

Various methods are used to assess the reliability of the questionnaire that most of these methods is using Cronbach's alpha. Note that in this study, Cronbach's alpha coefficients were calculated for Organizational Intelligence Scale (Alpha = 0.937) and for pure scale enterprise (Alpha = 0.951) can be greater than 0.65. We can conclude that the reliability of the questionnaire is greatly. In this research, three methods for measuring the validity are construct validity, content validity and criterion-related validity, the first was chosen means construct validity of and most important way that the factor analysis. The survey has a sampling adequacy index of 0.649 for Organizational Intelligence Scale and 0.573 for pure questions of organization, as well as proves the validity and accuracy of sampling. On the other hand, because the time factor is not less than 0.3 in any of the parameters, the validity of all indicators of research has been approved. As explained, the KMO coefficient is between 0.5 to 0.8, the factor analysis research indicators and dimensions suitable.

Test results show that the correlation between organizational intelligence and organizational pure confidence level of 95% and a 0.217 correlation with the degree there is Significant relationship This means that the increase organizational intelligence rises organizational pure surface of the textile firms. As the survey results indicate that 16 points of intersection there is Significant relationship between organizational pure and organizational intelligence. Thus the 95% confidence level there is Significant relationship between dimensions of (strategic vision with supplier management, procurement and logistics systems, bookkeeping, human resources and information technology), (a common fate with supplier management), (desire to change supplier management system purchasing and logistics, organization and human resources, organization and leadership), (spirits with purchasing and procurement systems), (united and in agreement with the

organization, human resources and information technology), (pressure, performance improvement, human resources). So that most of the links between the strategic vision and an information technology degree correlation is 0.519.

The 99% confidence level there is a significant correlation between dimensions of (common fate with the organization of human resources) and pressure (supplier management and organizational performance and leadership) The relationship between self-organizing, human resources, and the most common grade of 0.422. Taken together, these results indicate that all dimensions of organizational intelligence can not be effective in promoting the pure but the managers have to focus on aspects of organizational intelligence as a strategic vision and a desire to change their focus Because each of these dimensions have an effect on the four dimensions of pure. On the other hand, the application of knowledge is not affecting any of pure dimension Or after purchasing and logistics systems mood just after the reverse impact. Trying to develop important aspects such as strategic vision and desire for change can more quickly lead to pure promote the textile industry of Yazd.

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