The Relationship between Organizational Climate and the Creativity of Elementary School Teachers Koohdasht City

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Abstract
This study aimed to examine the relationship between organizational climate and the creativity of elementary school teachers Koohdasht city cross-correlation technique was performed. The population consisted of all elementary school teachers in the city (550). Size is determined by Morgan and 226 were randomly selected. The instrument was a Halpyn questionnaire climate and Kraft (1963) and a questionnaire gauges creativity doctor Abedi (1363). The questionnaires Cronbach’s alpha coefficients were calculated for changing variable climate for creativity, 91% and 80%, respectively, indicating that the reliability of the questionnaire. The results showed that the group with the spirit of creativity with a correlation coefficient of 39% (05/0 > P), devotion and creativity with a correlation coefficient of 28% (05/0 > P), interest and creativity with a correlation coefficient of 34% (05/0 > P), Gary considerable amount of creativity with a correlation coefficient of 27% (05/0 > P), through dynamic and creative with a correlation coefficient of 29% (05/0 > P), and an emphasis on producing creative content with a correlation coefficient of 24% (05/0 > P) significant positive relationship exists between the components of a nuisance but the distance is positively related to the amount of creativity. The results of the multiple linear regression showed that team spirit among the other components of the variable components of organizational climate with 98/0 = β has a significant impact on creativity at the highest level of 5%.

Keywords: climate, creativity, organization, school

Introduction
Climate is a broad term that public perceptions of the work environment are defined in education, and by formal organization, informal, personal and organizational leadership (Hui and Myskel translation Abbaszadeh, 1376). Organizational climate and work environment that values and ideas that might have a significant effect on employee behavior (Chen & Hung, 2007, p.105). "Hui and myskel" (1989), studied the final product of the interaction of climate organizational groups the finished product, the corporate values and beliefs, including the social climate and social standards set. School environment has organizational characteristics of internal a school and learning environment that distinguish schools and on school behavior and performance of human resources is effective (Mirkamaly, 1381, p. 111). Historically study Halpyn and Kraft in 1962 elementary school, perhaps the best known of the atmosphere of the school, the climate of the school from the relationship between Leadership School and the interaction teachers know (like Ward, 1376, p. 109). Thus, according to the progress and development of any society directly result from activities in the schools and teachers lie by the Director. School plays a vital role in training and
innovative and creative and committed with regard to the qualitative and quantitative aspects of the schools are different from each other today in the management of creativity and climate issues special place. On the other hand creativity as an important issue for people and organizations together for all communities because of its association with flexibility and production is crucial (Runco, 2004). Because creativity is complex and multifaceted phenomenon, scientists and experts in the various methods are examined and definitions (Ward, 2007, p.28). Santrouk (2004) creativity, the ability to think about things in new ways and common and unique to solution for issues (quoted Saif, 1386). Torrance creativity to explore more deeply, again looking at the future. Verton (according to the Rajabi, 1387) can create personal ideas, theories and insights, or new objects and reconstruction in science and other fields calls for creativity and pointed out that the ability to by experts as phenomena scientifically innovative, aesthetic and social value should be considered. Deaf and Gagliardi (2003) believe that the most important factor in the growth of human progress in all fields of innovation and creativity. Innovation therefore is an important factor in the survival of organizations in today’s competitive environment. Litvin and Stringer, in their study found that organizational queries autocratic in decision making and behavior of employees under the rules and methods are many, the productivity, job satisfaction and creativity reduce negative attitudes toward working group increases (Nazim, 1379, p. 37). So creativity, initiative and innovation in organizations, especially schools that are the foundation of knowledge production, coupled with the freedom of ideas and cooperation on climate depends on the staff, teachers and management of the organization.

**Empirical research background**

Qaderei et al (1390) in a study examined the relationship between organizational climates on the performance of teachers of the Islamic Azad University. And concluded that climate has a positive relationship with the teacher. That means that the climate is more open, masters of performance will be better. There is also the age and climate. Mahboubi et al (1390) in a study investigated the relationship between climate variables with eight dimensions of job stress and creativity of West Azerbaijan paid education staff. And concluded that multiple regression analysis has the impact of climate on eight dimensions of job stress and employee creativity in general and to the separation of women and men is significant. Rezai (1387) to examine the relationship between organizational culture and organizational climate innovations at Tehran University is the staff. Mohammadi (1385) examined the relationship between organizational culture and organizational learning creative education staffs pay Kerman. The results suggest that organizational climate and its dimensions have a significant and positive relationship between the levels of % of the creative staff. And organizational learning and dimensions have a significant and positive relationship with employee creativity is at %. Souneh (2009) in his study investigated the relationship between leadership styles and organizational climate of creativity and innovation. Hong Kong primary school teachers are the study population. The results show that: the changing leadership style, managers have a positive effect, direct and meaningful variables teachers. Changing climate has a positive effect on the variable direct and significant creativity and innovation. Also, variables have a significant positive effect on the variable innovation is creativity. Martin (2009) in his study examined the relationship between organizational culture and structure innovations Tokyo in 3478 teacher pay. The results show that: the organization has a positive relationship variable, direct and meaningful variable creativity and innovation. And creativity has a positive relationship with the variable changing innovation. Arson and Savitsky (2006) studied the impact of organizational climate and organizational culture focused on employee behavior health services. The results showed that the main causes of environment and corporate culture that employees accept change and innovation in the organization, contributed. This research also showed that companies with a good atmosphere and a culture of constructive and positive attitude are more evidence-based changes to organization climate and culture of the poor. Joana (2006) in their study to examine the relationship between organizational climate and the creativity and innovation of teachers’ pay three states in America. The results showed that the changing climate has a positive effect on the variable direct and significant creativity and innovation. It also has a significant positive effect on the variable creative innovation.
The hypothesis of this study

The main hypothesis
Between organizational climate and the creativity of teachers in primary schools, there was a significant positive correlation Kooohdasht city.

Sub assumptions
- Between team spirit and creativity among elementary school teachers, there was a significant positive correlation Kooohdasht city.
- In Kooohdasht city, there is a positive relationship between creativity and interruption meaningful.
- Between intimacy and creativity of elementary school teachers are positively related Kooohdasht city.
- Between the interest rate of primary school teachers' creativity is positively related Kooohdasht city.
- Between Gary considerable degree of creativity among teachers in primary schools, there was a significant positive correlation Kooohdasht city.
- Between the levels of creativity of teachers in primary schools, there was a significant positive correlation Kooohdasht city.
- Between the penetration level of creativity and dynamism of city elementary school teachers Kooohdasht significant positive relationship exists.
- Between The emphasis on production and creativity of elementary school teachers are positively related Kooohdasht city.

Research Methodology
This is the purpose of the application is based on data collection, correlation is descriptive. The population of all primary school teachers was the city Kooohdasht number of 550 people. A sample of 226 individuals with regard to the availability of community-based and Morgan were selected at random.

Data were gathered. Organizational climate questionnaire: the questionnaire on organizational climate questionnaire Halpyn and Kraft (1963) has been prepared. Eight dimensions of employee behavior, including mood group (questions 1 to 4), harassment (questions 4 to 8), intimacy (questions 9 and 12), Favorites (questions 13 and 16), see Gary (questions 17 and 20), distance (questions 21 and 24), the influence of the dynamics (questions 25 to 28) and the emphasis on production (Questions 29 to 32) in the covers.

Abedi creativity questionnaire: the questionnaire in the form of questionnaire Standardization Torrance's creativity. Doctor Abedi in 1363 studied the standardization of society. The reliability was calculated using Cronbach's alpha coefficient obtained for the variable rate was above 7.0 for internal consistency reliability of the above items and items that represent them. Data analysis using Pearson correlation coefficient and multiple regression tests was performed with SPSS software Karbrdrnm.

Results
According to the results obtained Jdvl4-2 and significant levels of each of the variables is greater than 05/0. Data variables are all normal. And to test each of the variables can be used parametric tests.

<table>
<thead>
<tr>
<th>Creativity</th>
<th>The emphasis on production</th>
<th>Dynamics influence</th>
<th>Distance</th>
<th>See carnings</th>
<th>Interests</th>
<th>Intimacy</th>
<th>Disturbance</th>
<th>Spirit</th>
<th>Variable index</th>
</tr>
</thead>
<tbody>
<tr>
<td>82/0</td>
<td>94/0</td>
<td>75/0</td>
<td>91/0</td>
<td>86/0</td>
<td>71/0</td>
<td>1.14</td>
<td>51/0</td>
<td>66/0</td>
<td>Z</td>
</tr>
<tr>
<td>51/0</td>
<td>34/0</td>
<td>61/0</td>
<td>38/0</td>
<td>43/0</td>
<td>67/0</td>
<td>14/0</td>
<td>96/0</td>
<td>76/0</td>
<td>P</td>
</tr>
<tr>
<td>05/0</td>
<td>05/0</td>
<td>05/0</td>
<td>05/0</td>
<td>05/0</td>
<td>05/0</td>
<td>05/0</td>
<td>05/0</td>
<td>05/0</td>
<td>Confidence level</td>
</tr>
</tbody>
</table>

Test assumptions
According to the table the spirit of the group and there is a significant positive creativity. (05/0> P) The correlation coefficient between team spirit and creativity of the 39/0 is. Determining factor of the relationship indicates that 15 percent of the variance in the spirit of collaborative creativity.
According to the table there is no significant relationship between bullying and creativity ($0.05 < P$). The correlation coefficient between harassment and creativity is $0.08$.

In accordance with the table between intimacy and creativity, there is a significant positive relationship. ($0.05 > P$) Correlation between intimacy and creativity is $0.28$. The coefficient of determination of this case shows that 7 percent of the variance in creativity of intimacy.

In accordance with the enthusiasm and creativity of the table there is a significant positive relationship. ($0.05 > P$) Correlation between interest and creativity is $0.34$. Determining factor of the relationship indicates that 11 percent of the variance in creativity is of interest.

According to the table there is a significant positive correlation between the observed and creativity. ($0.05 > P$) Correlation between Gary and see how creative is $0.27$. Determining factor of the relationship indicates that 7% of the variance in creativity.

According to the table there is no significant relationship between distance and creativity ($0.05 < P$). The correlation coefficient between the creativity of the distance is $0.09$.

In accordance with the table of influence and dynamism and creativity, there is a significant positive correlation ($0.05 > P$). Between influence and dynamic correlation the creativity is $0.29$. Determining factor of the relationship indicates that 8% of the variance due to the influence and dynamic creativity.
Table 9. Pearson correlation test for the hypothesis seventh

<table>
<thead>
<tr>
<th>Statistical Indicators</th>
<th>Correlation coefficient</th>
<th>$R^2$</th>
<th>sig</th>
<th>Significance level.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Influence and creativity dynamism</td>
<td>0.29</td>
<td>0.08</td>
<td>0.02</td>
<td>0.05</td>
</tr>
</tbody>
</table>

In accordance with the table of emphasis on production and creativity there is a significant positive correlation ($0.05 > P$). The correlation coefficient between the emphasis on creativity, production and 24/o is. Determining factor of the relationship indicates that 5 percent of the variance in creativity of emphasis on production.

Table 10. Pearson correlation test for the hypothesis eighth

<table>
<thead>
<tr>
<th>Statistical Indicators</th>
<th>Correlation coefficient</th>
<th>$R^2$</th>
<th>sig</th>
<th>Significance level.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emphasis on production and creativity</td>
<td>0.34</td>
<td>0.05</td>
<td>0.04</td>
<td>0.05</td>
</tr>
</tbody>
</table>

Multi variable Regression

To examine the question of which of the dimensions of organizational climate can play an important role in predicting the creation of multiple linear regressions was used.

Table 11. Regression analysis of organizational climate on creativity

<table>
<thead>
<tr>
<th>Model</th>
<th>Total squares</th>
<th>Degree of freedom</th>
<th>Mean of square</th>
<th>F</th>
<th>R</th>
<th>sig</th>
<th>$R^2_{\text{adj}}$</th>
<th>$R^2$</th>
</tr>
</thead>
<tbody>
<tr>
<td>The remaining regression</td>
<td>82/11250</td>
<td>8</td>
<td>02/718</td>
<td>08/6</td>
<td>66/0</td>
<td>0.44</td>
<td>0.39</td>
<td>0.001</td>
</tr>
<tr>
<td>Model</td>
<td>95/14328</td>
<td>62</td>
<td>78/180</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The remaining regression</td>
<td>77/25579</td>
<td>70</td>
<td>Mean square</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

As seen in Table sig value is less than 0.05 and highlights the significance of the regression model. This means that at least one predictor variables on criterion variables significant impact. That is eight times the value of $R^2$ is 44/o climate factors constituting 44 percent predict their creativity. And the remaining 56 percent is forecast error. The $R_{\text{adj}}$ (coefficient of determination corrected) in this study is 39/o. In other words, 39% predict climate component of their creativity. As the table shows the results of group spirit 98/o = $\beta$ has a significant impact on creativity at the highest level of 5%. The coefficient is positive and indicates that an increase in the operating rate increased creativity.
Table 12. The coefficients of standard and non-standard T test variables in the regression equation

<table>
<thead>
<tr>
<th>significance level</th>
<th>sig</th>
<th>T statistics</th>
<th>Standardized regression coefficients are not standard</th>
<th>Predict</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.05</td>
<td>001/o</td>
<td>7.31</td>
<td>7.31</td>
<td>64/3 98/o</td>
</tr>
<tr>
<td>0.05</td>
<td>002/o</td>
<td>21/2</td>
<td>21/2</td>
<td>65 / 0 - 17 / 0 - 82/1 55/0</td>
</tr>
<tr>
<td>0.05</td>
<td>19/o</td>
<td>20/1</td>
<td>20/1</td>
<td>65/1 41/0</td>
</tr>
<tr>
<td>0.05</td>
<td>37/o</td>
<td>27.3</td>
<td>27.3</td>
<td>Intimacy</td>
</tr>
<tr>
<td>0.05</td>
<td>44/o</td>
<td>90 / 0-</td>
<td>90 / 0-</td>
<td>64/3 98/o</td>
</tr>
<tr>
<td>0.05</td>
<td>002/o</td>
<td>27.3</td>
<td>27.3</td>
<td>See castings</td>
</tr>
<tr>
<td>0.05</td>
<td>06/o</td>
<td>88/1</td>
<td>88/1</td>
<td>Distance</td>
</tr>
<tr>
<td>0.05</td>
<td>001/o</td>
<td>36/3</td>
<td>36/3</td>
<td>Influence and dynamics</td>
</tr>
<tr>
<td>0.05</td>
<td>04/o</td>
<td>2.12</td>
<td>2.12</td>
<td>The emphasis on production</td>
</tr>
</tbody>
</table>

Conclusion

- The correlation coefficient between team spirit and creativity is 39/0. Determining factor of the relationship indicates that 15 percent of the variance in the spirit of collaborative creativity. And 85% of the variance in other cases awarded. The team spirit to manifest and creativity in primary schools has been Koochda city. In fact, the spirit of a situation in which employees feels the satisfaction of their social needs. And the tasks and enjoy the success. As a result, a high spirit of creativity and innovation in organizations, which is definitely one of the most things, which the scientific community away from outdated methods. And it enhances the innovation and modernity. But the results of this hypothesis with the results Qaderi et al (1390), Mahboubi et al. (1390), Rezaei (1387), Mohammadi (1385), inside and Souneh (2009), Rounz and Savitzk (2006), Joana (2006), Wang and Ahmed (2004) is out of line.

- There is no significant relationship between bullying and creativity (05/0 <P). The correlation coefficient between harassment and creativity to the 08 / 0- is. The harassment refers to a situation in which the director of an organization’s employees imposes unnecessary tasks. And employees believe that management is not only a facilitator. But also serves as a barrier. The results of this hypothesis are not consistent with the results of any of the above research.

- There is a significant association between intimacy and creativity. (05/0> P) The correlation coefficient between intimacy and creativity is 28/0. determine the outcome of this case shows that 7 percent of the variance in creativity of intimacy, and 72% of the variance is related to other cases. That leads to the manifestation of intimacy and creativity in primary schools has been Koochda city. In fact, intimacy refers to a situation where employees enjoy social relations with each other. This brings the satisfaction of social needs. That is not necessarily related to the task. But the results of this hypothesis with the results Qadri et al (1390), a popular et al. (1390), Rezaei (1387), Rose (1385), inside and Souneh (2009), Martin (2009), Rounz and Savitzk (2006), Joana (2006), Wang and Ahmed (2004) is out of line.

- Between interests there is a significant amount of positive creativity. (05/0> P) The correlation coefficient between the interest and creativity of the 34/0 is. Determining factor of the relationship indicates that 11 percent of the variance in creativity is of interest. And 89% of the variance is related to other cases. That interest led to the manifestation of creativity is Koochda city elementary schools. The results of this hypothesis with the results Qadri et al (1390), a popular and colleagues (1390),

- There is a significant amount of positive creativity. \( (0.05/0.0 \geq P) \) Correlation between the observed and creativity is 27/0. The coefficient of determination of this case shows that 7 percent of the variance in creativity due to Gary's Azmlahzh. And 93% of the variance related to other factors. Gary is seen to manifest and creativity in primary schools has been Koochdasht city. The results of this hypothesis with the results Qadri et al (1390), a popular et al. (1390), Rezaei (1387), Rose (1385), inside and Souneh (2009), Martin (2009), Rounz and Savitzk (2006), Joana (2006), Wang and Ahmed (2004) is out of line.

- There is no significant relationship in creativity \( (0.05/0.0 < P) \). The correlation coefficient between the creativity of the 09 / 0- is. According to research studies, research on the theory and it is paid directly to confirm or reject this hypothesis has not found inside and outside.

- The influence and dynamism and creativity, there is a significant positive correlation \( (0.05/0.0 \geq P) \). The correlation coefficient between influence and dynamism and creativity is 29/0. Determined from this relationship shows that 8% of the variance of influence and dynamic creativity. And 92% of the variance related to other factors. The influence and dynamism, and creativity leads to the manifestation of primary schools are Koochdasht city. But the results of this hypothesis with the results Qadri et al (1390), Mahboubi et al. (1390), Rezaei (1387), Mohammadi (1385), inside and Souneh (2009), Martin (2009), Rounz and Savitzk (2006), Joana (2006), Wang and Ahmed (2004) is out of line.

- Byntakyd on production and creativity, there is a significant positive correlation \( (0.05/0.0 \geq P) \). Bennett correlation coefficient strict production and creativity 24/0 is. Determining factor of the relationship indicates that 5 percent of the variance in creativity of emphasis on production. And 95% of the variance related to other factors. The emphasis on production and lead to the emergence of creativity in primary schools has been Koochdasht city. In fact, the emphasis is on production when the director of a large exports orders. And the direct supervision of the work of subordinates deals. The result of this hypothesis with the results Qadri et al (1390), Mahboubi et al. (1390), Rezaei (1387), Mohammadi (1385), inside and Souneh (2009), Martin (2009), Rounz and Savitzk (2006), Joana (2006), Wang and Ahmed (2004) is out of line.

- Practical suggestions
  - Organizations before any action proposed to be studied and examined its organizational climate and identify all of it carefully.
  - If managers of organizations create the conditions in which individuals consider themselves to belong to organizations or entities for their identity.
  - The atmosphere and cultures should be based on consensus and cooperation to build a dedicated staff and still be creative and innovative which will be effective for your organization.
  - Create a healthy atmosphere in each organization to reduce burnout among its staff. The mobility brings.
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