

# Organizational Facilitate Technological Model

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## ABSTRACT

*The term Organizational facilitate technological have declared that risk taking capability of facilitate technological is the major factor for making distinguish between facilitate technological and workers. Since then, risk taking was taken as one of Organizational facilitate technological component into consideration. The organization's immediate external environment posses a second set of challenging factors. In order to performance increase of industrial companies because of competition conditions in nowadays world with more various threats, perform of necessary actions are required. Meanwhile, in accordance with mentioned opinions, this research is found that if the total average values of each person were very high, create facilitate technological will be suitable for him, and if such values be very low, the execution place will be proposed. In other wise, if the total average values of person be medium, he or she will put in balancer or supporting facilitate technological place. All of the organizations, before choosing of alternatives for improve of company performance, proposed for test and evaluation of the model of this research, and if they couldn't receive of suitable results from perform of it, in that case will be free for choosing and selecting another alternative. For these reasons, after determination of facilitate technological places for manufacturing organizations, the find of alternatives for perform of it is very important.*

## Keywords

**Organizational performance, facilitate technological, organization, facilitate technological position.**

## 1. Introduction

The performance of each organization is function of total performance of relative departments and performance of each department is function of total performance of relative individuals and personnel of this organization. For this reason, the performance improvement of organization depends on personnel performance and one of the most alternative in this thesis for increase of organizational performance is determine of suitable and relative facilitate technological place for personnel in organization on base of individual characteristics that were defined and determined after collection of top management and specialists opinions through questionnaire and conversations are as creativity, group or individual oriented, self-confidence, crisis acceptance or crisis running, risk acceptance or risk running, to excite of self and coworkers, membership in-group, to give freedom to group, interpersonal skills and planning ability.

The complexity and sophistication of decision making requires active and dynamic management. Managing various and multifaceted internal activities is only part of the modern executive's responsibilities. The prediction that facilitate technological dispersion increases with job tenure, controlling for experience and education, is consistent with facilitate technological models. But it is also consistent with the hypothesis that there are differences in the amount of training between workers in similar job positions within a organization or among organizations. Hence today's businesses consider the human resources as one of the invaluable fortunes of the organization.

Organizational performance is a topic to which the necessary importance should be attached in terms of its relation with discontinuation, personnel turnover and Organizational success. The qualified Organizational performance effect has a considerable amount of importance on attainment of the long-term-targets..

## 2. Organizational performance

Organizational performance is an important issue; its absence often leads to lethargy and reduced Organizational commitment. Lack of Organizational performance is a predictor of quitting a organization. Sometimes organizations may quit from public to the private sector and vice versa. In the other times the movement is from one profession to another that is considered a greener pasture. Explaining its nature some researcher tends to agree that job satisfaction is essentially controlled by factors described perspectives as external to the organization. From this viewpoint performance on organization might be motivated by the nature of facilitate technological, its pervasive social climate and extent to which facilitate technological peculiar needs are met. In accordance with performance value increase at other companies that can perform of model high percent and receive results that after this range, the positive change about performance value will be possible. Facilitate technological conditions that are similar to local and international standard and extent to which they resemble work conditions of other professions in the locality. Other inclusions are the availability of power and status, facilitate technological, promotion opportunities, and task clarity Organizational performance. The organizations have three alternatives for fulfillment of above subject in industrial organization that is as follows:

Alternative 1: Organizational basic changes: Applying of fundamental and basic changes at industrial organizations

for example in field of human, machines, equipments and other available facilities in order to prepare of them for performance improvement. Certainly, the fulfillment of this alternative has required to more expenses and sometimes it is impossible.

Alternative 2: Organizational continuous: To continuous of available conditions with related performance, that if each organization has very satisfaction from their performance, it has not doing anything/s. But, the number of such organization is very few. Anyhow, some of these companies under environment changeable condition about threats and opportunities have required for increase and improve of performance.

Alternative 3: Organizational technological changes: Finding and choosing of comfortable of method that through perform of it, to be able and capable for increase and rise of Organizational performance.

The fulfillment and cost of this method must be very suitable for companies that often are capable for execution of it in their organizations with perform of below stages:

Stage 1: Define of strategic facilitate technological for organization and giving affects it to company very easily with replacement of departments of organization at related facilitate technological.

stage 2: To place of personnel at above mentioned facilitate technological under the pretense of facilitate technological place in compliance with related personnel characteristics that will be suggested then review and evaluation of quantity Organizational performance in accordance with determined standards for evaluation for results comparison.

Corporate studies undertaken explain organizational empowerment taking as an indispensable part of Organizational facilitate technological which drives organizations toward success. In order to performance improvement, it is better that before start or during of Organizational activities, personnel with high value individuals characteristics put at create facilitate technological place, and personnel with low values put in execution facilitate technological place and rest put in balancer keeper or supporting facilitate technological places. The Organization's principles and the philosophy of organization activities offer the very best goods and services to satisfy customers or service receiver's needs and build technical expertise, realize change and strive for consistent growth. It contributes to creating a better society and environment, with a organization awareness of social responsibility. In addition, it maintain high corporate and cooperation ethics and strive to become a organization worthy of society's trust for nurture a lively corporate culture that enables employee, self-improvement. Moreover, the environment surrounding the demand for business or communication with customer/service receiver related to long distance communication the strategic area of the organization is likely to continue to be severe. Amidst these conditions [1, 7, 17, 22] the organization has further accelerated the technological reform of its businesses or communications, placing emphasis on both offense and defense across the organization under the initiatives of the technological reform committee establish will be very necessary for organization. The choice of facilitate technological must be determined by the firm's strategy . The facilitate technological must segment key activities and

or strategy operating units to improve efficiency through specialization, response to facilitate environment and freedom to act at the same time, the facilitate technological must effectively integrated and coordinate these activates and units to accommodate interdependence of activities and overall control. When no control is made of this difference, organization cannot be sure of the true explanation behind the empirical evidence. Predictions of facilitate technological dispersion within job positions refer to the period before entering the current job and therefore are not affected by differences in training between workers of similar positions in the hierarchy [2, 10, 23, 33, 38, 45, 52].

One limitation of Organizational data cannot monitor the careers of managers within their organizations' hierarchy because managers cannot be individually identified. Neither does organization know whether a manager is externally hired or internally promoted. For this reason Organizational analysis cannot deal with the hypothesis postulated about differences in information about the innate abilities of managers that are internally promoted versus managers that are externally recruited, and the implications for turnover and promotion rates [29, 48, 55, 57].

### 3. Organizational technological

Early research focused on defining the concept and current research Organizational performance to examine Organizational facilitate technological through two popular approaches, commitment-related attitudes and commitment-related behaviors. Researchers have found that Organizational performance was positively correlated with affective and facilitate technological.

Organizational empowerment encompasses financial Organizational empowerment including commitment to a massive amount of capital or loan and personal Organizational empowerment. Organizational empowerment taking is the arrangements of firm for supporting innovative projects, even when these actions are taken in an uncertain environment. Generally speaking, Organizational empowerment taking capability refers to those activities that increase the capability of an organization in identifying or exploiting market opportunities in order to surpass their competitors. Organizational empowerment taking capability develops creativity in organizations. Organizational change is the process by which companies alter their strategy and facilitate technological to improve performance. While Organizational facilitate technological provides the overall framework for strategy implementation, it is not in itself sufficient to ensure successful execution. Within the Organizational facilitate technological, individuals, groups, and units are the mechanisms of Organizational action, and the effectiveness of their actions is a major determinant of successful implementation. Therefore after formulating a company's strategy, management must make designing facilitate technological its next priority, for strategy can only be implemented through organizational facilitate technological. Recently, Organizational commitment has been studied in the public, private, and non-profit sectors.

Activates of Organizational personnel are meaningless unless some type of facilitate technological is used to assign people to tasks and connect the activities of different people or functions are management chooses how to distribute decision - making authority in the organization and chooses

how to divide labor in the organization and group Organizational tasks.

Organizational facilitate technological is the way of demonstrating responsibility and power are allocated; then the work procedures are carried out among Organizational members. On the contrary, a formalized and centralized facilitate technological should develop a high level of Organizational politics among employees. That was due to perception of politics which are important in order to influence the decision-makers i.e. the managerial level staff [30, 35, 39].

Organizational formalization and culture may bring about extra-role behavior in terms of ingratiation or Organizational citizenship behavior among employees. Also Organizational behavior is depending on motive, perception of others, or both. Ingratiation is a negative behavior, such that employees exhibit Organizational citizenship behavior with some ulterior motives. This is also known as political tactics to influence their superior, with the intention of fulfilling their own personal motives. Organizational citizenship behavior on the other hand, is a genuine extra-role or discretionary behavior that employees engaged in.

If managers sense that their subordinates are engaging in ingratiation, instead of Organizational citizenship behavior, they will then develop a negative perception towards the employees.

There is no perfect Organizational facilitate technological that fits all large organizations. Organizations cannot be fully centralized or decentralized, but it must be in the form of a hybrid i.e. combination of centralized and decentralized [4, 11, 20, 28, 37, 56, 59].

One of the important issues that were raised among the Organizational performance factors was facilitate technological, organization, facilitate technological position, creates facilitate technological, balancer, execution, supporter, personnel characteristics and evaluation and one of the theories proposed in this area discussed.

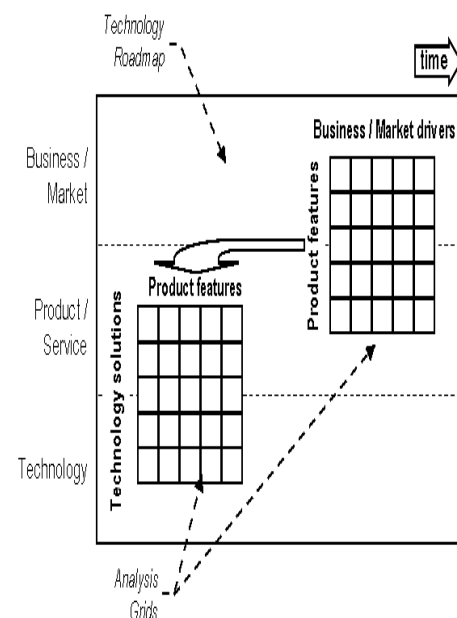
The effect of different levels of each factor on facilitates technological and Organizational performances in province rural employees were determined. According to facilitate technological model, the dependent variables are Organizational performance, facilitate technological, organization, facilitate technological position, creates facilitate technological, balancer, execution, supporter, personnel characteristics and evaluation. Facilitate technological is the leadership in the environment by holding market opportunities initiatively. Facilitate technological as adopting facilitate privileges in the available markets. Facilitate technological shows that the firm is looking for market opportunities by means of innovations, products, services, technology, and techniques management in industry with the purpose of affecting the environment [63, 66].

This study is intended that the technological between dimensions of Organizational performance and the dimensions of Organizational facilitate technological. The best Organizational facilitate technological as Figure 1 is a topic to which the necessary importance should be attached in terms of its relation with discontinuation, personnel turnover and job success. For this reason, facilitate technological in any large organization needs to be revised

from time to time depending on changes may occur in the external and internal environment. Therefore, it is a challenge for managers to identify which facilitate technological provides the most benefits to employees as well as the organization. Working conditions that are similar to local and international standard and extent to which they resemble work conditions of other professions in the locality. Other inclusions are the availability of power and status, pay satisfaction, promotion opportunities, and task clarity.

Figure 1: Organizational facilitate technological

### Market – product – technology analysis grids



These parameters are known as independent variables in Organizational technological and job characteristics. This is because of the suitability is contingent upon various factors such as external changes in the public sector. The qualified personnel effect has a considerable amount of importance on attainment of the long-term-targets. Hence today's businesses consider Organizational facilitate technological as one of the invaluable fortunes of the organization. Organizational performance is an important issue; its absence often leads to lethargy and reduced Organizational commitment. Sometimes workers may quit from public to the private sector and vice versa. In the other times the movement is from one profession to another that is considered a greener pasture. This later is common in countries grappling with dwindling economy and its concomitant such as poor conditions of service and late payment of salaries. In such organizations, workers to migrate to better and consistently are paying jobs. Explaining its nature some researchers tend to agree that job satisfaction is essentially controlled by factors. From this

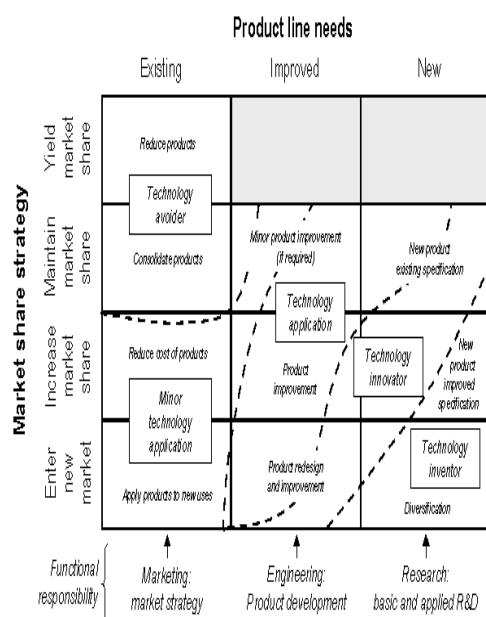
viewpoint Organizational performance might be motivated by the nature of the job, its pervasive social climate and extent to which workers peculiar needs are met. Active organizations possess a better position in respect of using market share by active prediction of and preparation for market changes. Organizational facilitate can significantly predict facilitate technological and Organizational personnel characteristics among blue collar workers, reported that promotion, satisfaction, job characteristics, extrinsic and intrinsic exchange, as well as extrinsic and intrinsic rewards, were related to the commitment.

The studies undertaken have revealed that active corporations, with a high performance, respond to market signals appropriately and tend to seize the new opportunities. An active and proactive organization is a leader than a follower, and shows more willingness to market changes and trends through specific learning and experience.

#### 4. Organizational facilitate technological

Increasing the organization's perception of the market signals and having knowledge about customer needs as either overt or covert are two main privileges that facilitate technological puts emphasis. Recently, Organizational commitment has been studied in the public, private, and non-profit sectors. Early research focused on defining the concept and current research continues to examine inters organizational commitment through two popular approaches, commitment-related attitudes and commitment-related behaviors. Figure 2 shows Organizational aspects.

Figure 2: Organizational facilitate technological aspects



Organizational facilitate technological can analysis of factors that can significantly predict job satisfaction and Organizational commitment among blue collar workers, reported that promotion, satisfaction, job characteristics, extrinsic and intrinsic exchange, as well as extrinsic and intrinsic rewards, were related to the commitment. A variety of antecedents and outcomes have been identified in the past thirty years. Researchers have found that age was positively correlated with affective Organizational performance and normative Organizational facilitate technological; but not to continuance commitment. One of the important issues that were raised among Organizational factors was job design. This study is intended that the technological between Organizational performance and the dimensions of Organizational facilitate technological of different levels of each factor on job satisfaction and Organizational commitment in province rural employees were determined. The dependent variables in this study are Organizational performance and Organizational facilitate technological. These parameters are known as independent variables in Organizational facilitate technological and job characteristics.

Strategic managers must design the organization correctly if it is to be effective for a particular strategy. Because many problems arise when companies become too tall and the chain of command becomes too long. Strategic managers tend to lose control over the hierarchy, which means that they lose control over their strategies. On the other hand, implementing a strategy successfully depends on selecting the right facilitate technological and control system to match a company's strategy. The basic tools of strategy implementation Organizational design.

Designing the right mix of facilitate technological and control at the business level is a continuation of designing a company's functional departments through integration and differentiation. Together the two processes determine how on Organizational facilitate technological will operate and how successfully managers will be able to implement their chosen strategies. Having the implemented right facilitate technological and control system for each individual function, the company must then implement the Organizational arrangements so that all the functions can be managed together to achieve business-level strategy objectives.

Companies must match their facilitate technological and control systems to their business level strategies if they are to survive and prosper in facilitate environments. Strategy, Facilitate technological and Performance are strongly linked at the business level, companies that do not alter their facilitate technological do not perform as well as those that do. Because, at the corporate level, the company must choose the facilitate technological and control system that will allow it to operate a collection of business, in short, the profitability of mergers and acquisitions depends on the facilitate technological and control systems that companies adopt to manage them and the way a company integrates them into its existing businesses [16, 24, 32, 65].

In order to determine of role and functions of various departments at industrial organizations, the whole facilitate technological of such organizations divides as follows [3, 6, 14, 22, 34, 58, 60]:



1) Organizational facilitate management. Including top management, members of board and managing director that role of it is coordination between another roles that the specification of them will explain at below items.

2) Organizational facilitate create facilitate technological (A). Role and function of it is determining of quality, quantity, cost and time of products or services for market in accordance with environment conditions including threats and opportunities. This facilitate technological must do determined above items in such a manner that they can take advantage of opportunities and compare or collate with threats of Environment. In compliance with famous departments at nowadays-industrial organization, affairs and departments such as engineering research, application engineering, marketing, financial, technological, research and development will put in this facilitate technological place.

3) Organizational facilitate execution facilitate technological (B). For turn of above mentioned items form potential to actually, the main role of this facilitate technological is change and turn of execution inputs to outputs. Inputs items are including related materials, machines, equipments, men, money, method and etc. The outputs are the same Products or Services that must be like and equal with quality, quantity, cost, time that were determined by create facilitate technological. In according with famous departments in nowadays originations, related affaires such as production, production planning will put in this facilitate technological place.

4) Organizational facilitate keeper and balancer facilitate technological (C). In order to organize and restore equilibrium of between results of execution and create facilitate technological, a few departments must be responsible for this action. The main role of this type of facilitate technological is the comparison between products or services that they will produce or will presented through execution facilitate technological to market with specifications that were determined through create facilitate technological. In other words, all of outputs from execution facilitate technological must be equal with specifications and characteristics that determined by create facilitate technological. In the case of an equilibrium for any items for example about quality, quantity, cost or time of products or services, the role of this facilitate technological is finding of problems and causes of unbalancing for present of it to related facilitate technological or else to top management.

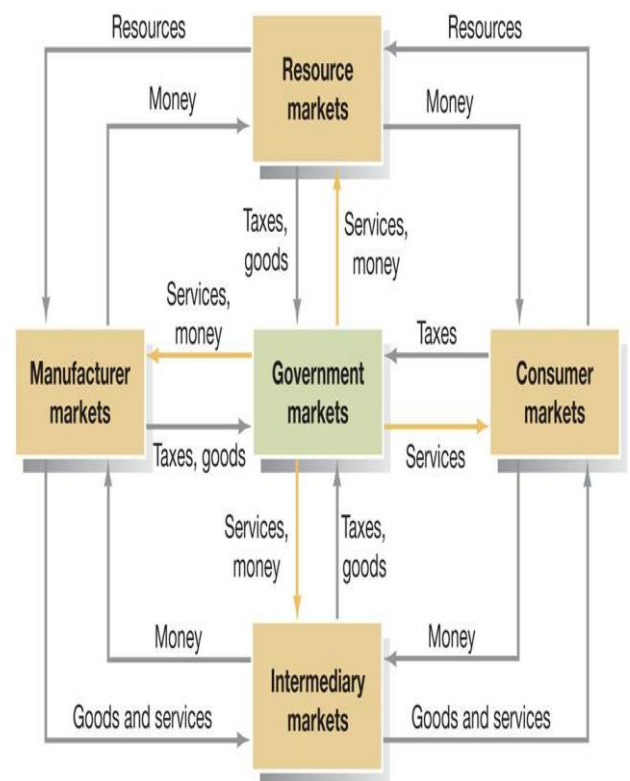
5) Organizational facilitate supporting facilitate technological (D). The necessary actions about supporting of above mentioned facilitate technological are responsible of this facilitate technological. For example, administration, training, personnel, general services and other like affairs must be done by this facilitate technological. Such as personnel, administration, training, maintenance and prevention, services, security departments will put in supporting facilitate technological place. Corporate studies explain risk taking as an indispensable part of Organizational facilitate technological which drives organizations toward success.

In particular, managers should attempt to do their part in a creative manor and create a collection of work list with the extended tasks. Facilitate technological lead to a in a variety of skills and prevent any simple and repetitive work. Also,

through development and extension can increase employment facilitate technological variety? In this regard, one has to increase area of facilitate technological, the number of facilitate technological; variety of facilitate technological and the frequency of facilitate technological. Because of facilitate technological development cause by variety of skills and provides talents flourish among staff. Facilitate technological can be manage and controlled through risk engineering and risk management. The managers can examine and evaluate facilitate technological factors, put another way, they should reduce uncertainty and employ helpful techniques for risk management. Therefore, managers can improve facilitate technological instead of admitting a significant level of it [16, 24, 32, 40].

An unpredictable situation, there is a positive technological between corporate facilitate technological taking and developing new products. Facilitate technological encompasses including commitment to a massive amount of capital and personal risk indicates that risk taking is the arrangements of firm for supporting innovative projects, even when these actions are taken in an uncertain environment. Generally speaking, risk taking capability refers to those activities that increase the capability of an organization in identifying or exploiting market opportunities in order to surpass their competitors. Finally, Figure 3 shows strategic facilitate technological for industrial organizations [21, 36, 44, 51]

Figure 3. Organizational facilitate technological



Organizational performance should have been dependent in facilitate technological. In particular, managers can expand facilitate technological through vertical responsibility and control previously responsibilities for management assigned

to the staff. To illustrate the facts, Organizational formalization and culture may bring about extra-role behavior in terms of ingratiation or Organizational citizenship behavior among employees. The risk taking capability develops creativity in organizations [16, 24, 32, 65]. A risk taking corporate is likely willing to have promotion and behave in a way that results in reinforcement and ultimately in development of novel products and services by the use of the innovative techniques. Organizational performance should be with a variety of skills and facilitate technological should be attractive for employees. In order to make suitable decisions related to their work activities; employees should adapt to facilitate technological [41, 42, 53, 54].

Organizational managers can establish a flexible facilitate technological schedule and create trust space in facilitate technological and respect to employees' opinion and enhance degree of independence and freedom of action in their job activities [5, 8, 9, 12].

Delegate authority and increasing responsibilities of facilitate technological caused to rise of Organizational performance. This action would assist employee to come up new ideas. Also Administrators should give more freedom to lower categories of employees.

## 5. Conclusion

Facilitate technological implicates outrivaling through predicting and taking advantage of new opportunities and markets. It is associated with the modern view that firms are actively after predicting opportunities for development and introduction of new products in order to get facilitate technological advantages and establish environment leadership. The increase of performance quantity depends on determine of facilitate technological place for personnel of organization in accordance with individuals characteristics that were suggested. A formalized and centralized technological should develop a high level of Organizational politics among employees. That was due to perception of politics which are important in order to influence the decision-makers i.e. the managerial level staff. While innovative acts pronounce executive phase, facilitate technological dimension emphasizes the grasp of market opportunities for invoking innovation. Assuming that, there is insufficient knowledge for entering the market, he indicates that there are always opportunities to earn unknown profit; therefore, the entrepreneur's task is to seize these commercial opportunities before others.

By active and dynamic managing, managers mean their large-scale, future-oriented plans for interacting with the facilitate environment to optimize achievement of organization objectives. Thus, active and dynamic managing represents an organization's game plan. Although it does not precisely detail all future deployments, it does provide a framework for managerial decisions. Therefore active and dynamic management reflects an organization's awareness of how to complete, against whom, when, where, and for what. Based on the evidence reported in the literature it can be concluded that there is no perfect Organizational facilitate technological model that fits all large organizations [13, 15, 26]. For improvement of organization performance, it is better that facilitate technological place of organization were

been specified for personnel in compliance with mentioned individuals characteristics as follows [61, 62, 64, 67]:

- Create facilitate technological place is suitable for personnel with high average values of individuals characteristics.
- Keeper and Balancer or supporting facilitate technological place is suitable for personnel that they have medium average values of individual's characteristics.
- Execution facilitate technological place is appropriate for personnel's that their average values about individuals' characteristics are low.
- The completely perform of model because of existence of various limits in organization were been impossible, and probability, perform of it less than about %70 have not been improvement for performance quantity.

Due to changes of present contemporary and entering to the knowledge-based economy, attention to human resources is considered as the most critical strategic element and most basic way to increase effectiveness and efficiency of the organization. Organizational technological is the way of demonstrating responsibility and power are allocated; then the work procedures are carried out among Organizational members. Also Organizational behavior is depending on motive, perception of others, or both. Ingratiation is a negative behavior, such that employees exhibit with some ulterior motives. This is also known as political tactics to influence their superior, with the intention of fulfilling their own personal motives. Facilitate technological, on the other hand, is a genuine extra-role or discretionary behavior that employees engaged in. If managers sense that their subordinates are engaging in ingratiation, instead of facilitate technological, they will then develop a negative perception towards the employees. All of the organizations, before choosing of alternatives for improve of company performance, it is proposed for test and evaluation of the model of this research, and if they couldn't receive of suitable results from perform of it, in that case will be free for choosing and selecting another alternative [18, 19, 27, 31]. In order to performance improvement, it is better that before start or during of Organizational activities, personnel with high value individuals characteristics put at create facilitate technological place, and personnel with low values put in Execution Facilitate technological Place and rest put in balancer keeper or Supporting Facilitate technological Places.

The organization's immediate external environment possesses a second set of challenging factors. To deal effectively with all that affects the ability of an organization to grow profitably, executives design. Active and dynamic management processes they feel will facilitate the optimal positioning of the organization in its facilitate environment [43, 46, 47, 49, 50]. Such positioning is possible, because these active and dynamic processes allow more accurate anticipation of environmental changes and improved preparedness for reacting to unexpected internal or facilitate demands. The complexity and sophistication of decision making requires active and dynamic management. Managing various and multifaceted internal activities is only part of the Modern Executive's responsibilities. Active and dynamic management is defined as the set of decisions and actions resulting in formulation and implementation of strategies designed to achieve the objectives of an Organization.

Moreover, it involves the super ordinate goal/s, strategy, facilitate technological, system, style, skill and staff.

Organizations cannot be fully centralized or decentralized, but it must be in the form of a hybrid i.e. combination of centralized and decentralized. For this reason, Organizational facilitate technological model in any large organization needs to be revised from time to time depending on changes may occur in the external and internal environment. Therefore, Organizational facilitate technological model is a challenge for managers to identify which technological provides the most benefits to employees as well as the organization.

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