Developing and Improving Organization

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Abstract	*This article researches about improvement in organizations especially training organization, it also research about sources, a possibilities, and difficulties in this regard. It also studies about how to find a good pattern in order to develop an organization. There is an explanation about changes of human forces in structure and technology. At last it explains about features of impressive organizations and parts of them. Also we should know that today, training managers work in an ambiguous and active environment. One of the most important features of this century is continuing changes of way of thinking, ideology, social values, way of doing works and other ways of happening phenomena in life. In the recent decades, different sciences have developed more than any times. Technology managers can easily communicate with different parts of the world in very short time and without paying much money.*
Key words	*Developing Improving, Organization*

1. Introduction

Knowing that development and improvement of organization has focused on changes of peoples desires, inter-group articles, re-desiring of training job, group conversation, analysis of relationships and using policies, so the collection of measures and ways of changing an organization from present situation to another situation is called organizational development. Organizational success is made by organizational development and following related rules and collection of changes that leads to achieving predetermined goals of organization is called organizational success. Organizational transformation and development is very complicated process, and too many variables influence on it which are very effective on productivity of that organization. These complexities which are connected to the farework of system if strategies can be studied in order to find available possibilities and special features. But classifying these variables as rules of organization system and determining their participation in achieving the goals, a logical framework for analysis of organization process is provided. Key terms: organizational improvement, organizational success.

Today's process of improvement and development of organization is different from past decades and it has changed. For example, adviser whose role was informal expert, today has changed his role as a powerful and creditable research and expert. Also, organization expectation has changed in regard to organization development and improvement which is included: decrease of bureaucracy, rapid decision-making, easier communication, and better job communications, improving procedures, job stability and security, reducing job stress and reducing costs. Today, the most important formative results of management which include a new view about human agent and roles of group have been achieved, these results include:

1- Organizational and complex goals according to social and technical systems.
2- Comprehensive quality management.
3- Separation and analysis of communications.
4- Practical systems.
5- Broad organization.

In view of Edgar Shrain, however organization development and improvement means designing of a broad program according to changes of plan which are adapted in order to effecting completely on organization and schedule, which includes all organization units. This development includes purports and actions of other behavior sciences, grouping and reducing the interactions among individuals, refining data in the total organization and among organization and environment, practical use of human resource and providing these effectiveness of resources for long time , determining goals and making decision for achieving maximum effectiveness, etc. (Shain Edgar translated by Ansejry, 1377).

Explanation of organizational improvement:

Organizational success is based on organizational development and connected rules. Collection of explanation which leads to predetermined goals of organization is called organizational success.

2. Aspect of improvement
A. Transformation in human power

Human power is main and impressive factor which leads to improvement or not improvement. Overall, human power compares to other factors such as investment, possibilities, and instrument has the main role.

For understanding this role, we should say resources and possibilities of almost developed countries and developing countries is unless without presence of human power.

The most important example in this regard is Japanese people. Despite the very big natural catastrophes like earthquake, they rebuilt their country after the war and with all those limitation of natural resources.

B. Transformation in structure

Among today challenges we can note change of districts of job, severe competition, population transformation, and transformation speed. In order to adapt with these changes, organization has used new practical ways. One of these ways is redesigning the structure. Companies should transform themselves based on clients and by reducing the levels of organization and time of decision-making but unfortunately redesigning has not good background. In most cases, companies have not achieved good results by redesigning and they are not satisfied.

Goals of redesigning are usually ambiguous for designers and basic parts of organizations are voided in these designs. In all redesigns organizations, purpose is increasing organization power in implementing policies however designs should be practical (GodishValiot, 1380, P.98).

Development and improvement in training organization

The world is rapidly changing. Organizations should adapt themselves based on these changes. So, organizations need to improve their reaction so they can achieve improvement.

Development and improvement provide required space for technology and creativity in training organization so the interaction between employees of different parts of organization would be omitted. Training organization are not exception, they should use these change of structure, human power and technology in order to be improved. Training organizations should act in framework of values of society in order to adapt with their clients' needs and achieving their training, amusing, and artistic roles, today, people can communicate actively, interestingly, and rapidly rather than anytime, so only those companies can survive that has achieved global identity. Today, organizations are not independent phenomena that can be active in a permanent environment. They are facing big challenges. From "Gutenberg's" time, communication tools have changed very much. Training leaders and managers should adapt themselves with these transformations (Miller, 1380, P.2).

Each organization is collection of humans and it has a special culture. In spite of their differences, organizational cultures have a lot of similarities (Micheal, 1380, P.56).

An important point is that although it is bizarre, the more these differences have a wide range, the more there is a possibility for success. However, this opinion seems illogical that wide plans have more speed and individuals and organizations cannot change based on this speed. But we should know that this gradual change provides a lot of areas which cause normally no results, only people involve some discussion. So there in no prominent change (Jaims, 1380, P.36).

Regarding that organizational improvement means process of changing and development of organizational schedule by using behavioral science. We should note that there are three points in this explanation:

1. Organizational improvement is a kind of an attempt that does not include accidental creations.

2. Main goal of improvement in organization is improvement and includes changes that are imitated or caused but external pressures.

3. Instead of being according to financial or technical points, they are based on behavioral science such as psychology and sociology.

According to this explanation, if the traditional system is replaced by computational system, it is not organizational improvement. Because this change and transposition has append as a result of technology pressure. Also, a change which has happened based on obedience of rules is not considered as an organizational improvement, because it has created based on external pressure (Grifen, 1379, p. 537).

Samples of problems and obstacles of training organizational development:

1. No improvement of quality and practicality of human powers by using continuous turnig.

2. Existence of some old and traditional rules and obligatory systems.

3. No existence of useful mechanisms in practically on cost so doing costly and non-practical processes.

4. No existence of fashionable science – lack of knowledge.

5. No existence of essential and useful technology and great difference between available technology in the country and rules of developed technology.

6. Lack of national income (financial problems).

7. Lack of creativity, technology, and innovation culture.

8. Lack of analysis possibility.

9. Lack of suitable possibility especially about prediction of future plan. (Grifn, 1379, p. 537).

In order to achieving organizational development and success, we should pay attention to the fallowing notes:

1. Innovation and creativity; 2. Gradual improvement; 3. Improving employees' situation according to organizational function; 4. Gradual supervision and control; 5. Using employees' conductive plans; 6. Satisfaction of goals of society; 7. Providing useful output regarding needs of society; 8. Following practical standards; 9. providing client-orientated plans (Robins, 1385, p. 1155).

3. Conclusion

In this article we explain ways of improving organizations, especially training organizations and factors of organizational improvement. Organizations are very important for any society and knowing that permanent changes and transformations lead to development society, permanent improvement of system is essential which needs attracting attention of all parts. Following suggestions are notable:

1. Providing innovative system of suggestions;

2. Encouraging practical and functional suggestions;

3. Pathology of training organizations by communication among expert and people;

4. Real designing of organizational improvement and development;

5. Focusing on improvement and development of training organizations in view of experts and managers especially training managers.

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