

-
:
/ / :
/ / :

(r = %) (r = %)

(P < /)



.()

.()

.()

.()

.()

.()

-
- 1 - Organizational Culture
 - 2 - Efficiency
 - 3 - Effectiveness
 - 4 - Productivity

...

()

()

() ()

()

()

()

()

()

(,)

()

()

-
- 1 - Spence
 - 2 - Seonghee, Harton
 - 3 - Wallace & Weese
 - 4 - Silverthorne
 - 5 - Wallace & Koberg & Chusmir
 - 6 - Job Satisfaction
 - 7 - Doing Things right
 - 8 - Doing the right thin



()

() , .()

.(,)

()

.()

()

() , .()

.()

" () , "

.()

() ,

.()

()

-
- 1 - Kudyba
 - 2 - Coulson, Thomas
 - 3 - Elis & Dick
 - 4 - Bartel
 - 5 - Wright
 - 6 - Pastore, Inglis & Danyl Chak
 - 7 - Wees, Maclean & Corlett
 - 8 - Gray, David & Mollary, Geoff
 - 9 - Deoliveria

...



()

.()

.()

.()

.()

-
- 1 - Hersy & Blanchard
 - 2 - Oreilly
 - 3 - Field

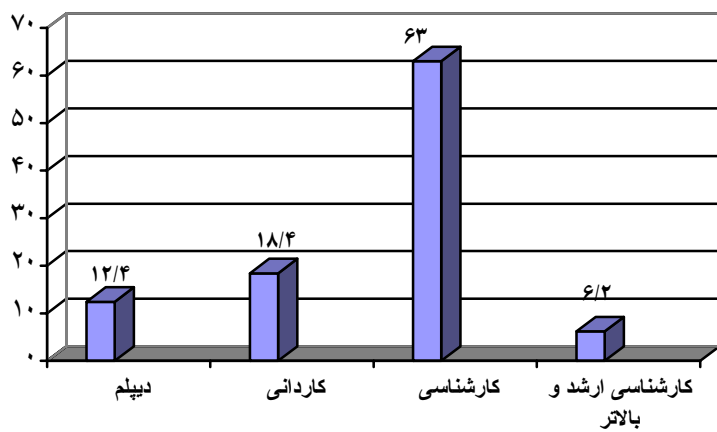


$r = /$

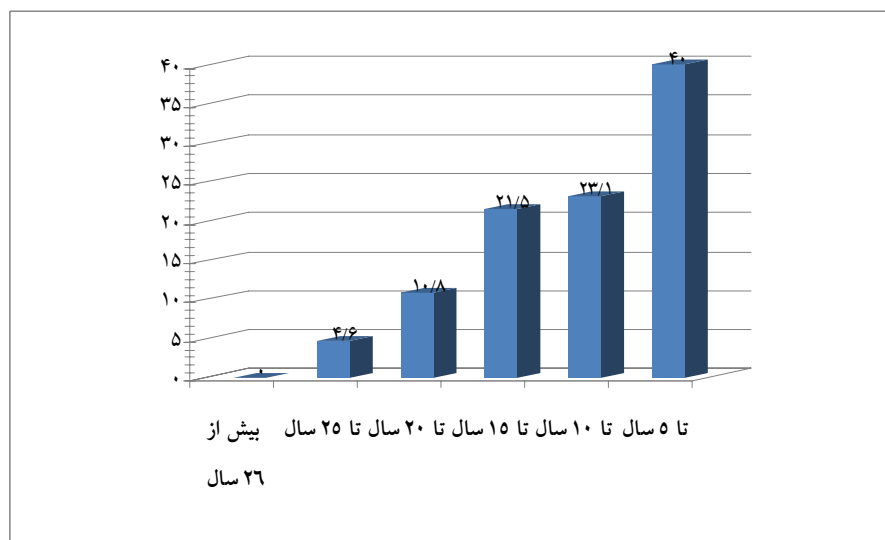
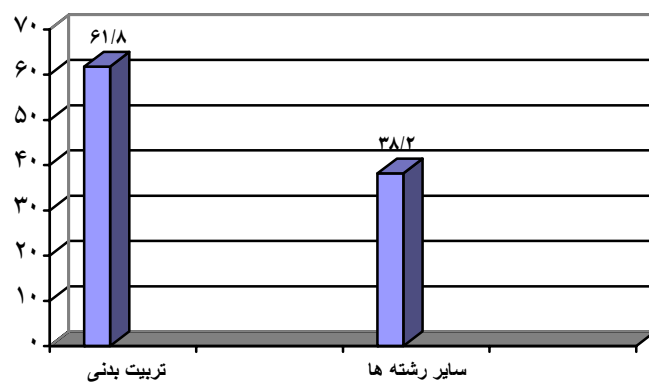
$r = /$

(,)

-
- 1 - Content Validity
 - 2 - Reliability
 - 3 - Test- Retest
 - 4 - Spearman Correlation



() .



...



-

.() (P< /) r = /

()

-

r* = /			/	/		
			/	/		

(P< /) *

N =

-

	()					
A	/ *			/	/	
B	/ *		/	/	/	
C	/ *			/	/	
D	/ *			/	/	
E	/ *			/	/	
F	/ *			/	/	
G	/ *			/	/	
H	/ *			/	/	
I	/ *			/	/	
J	/ *			/	/	
-				/	/	

(P< /) *

N =

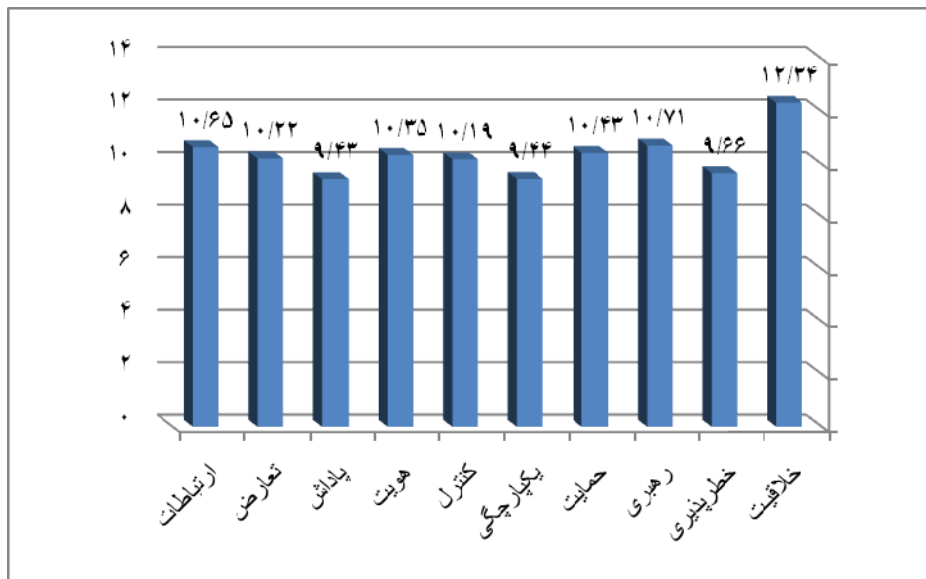
-

: (P < /)

(C) (B) (A))
(H) (G) (F) (E) (D)
(J) (I)

/

/



-

...



-

() , () ()

-

()

. ()

-

. ()

-

. ()



() , () , ()

()

()

() , ()

()

()

()

()

...

()

()

()

()



()

()

()

() ()

()



" () .

" () .

" () .

"

" () .

" () .

"

" () .

" () .

"

" () .

" () .

"

8. Andrew, I.Dorbin. (1997). *"Fundamental Behavior"*. South Western Company, P:32.
9. Bartel, C.A. (1994). *"Productivity gains from the implementation of employee training programs"*. *Industrial Relations*, PP:411-425.
- 10.Coulson, Thomas, C. (1993). *"harnessing the potential of groups"*. A survey undertaken for lotus development. London, Adaptation Ltd.
- 11.Davenport, T.H and Prusak, L. (1998). *"Working knowledge :How organizations manage what they know"*. Boston, MA : Harvard Business School Press.
12. De Oliveria, J.M. (1980). *"The relationship among philosophy of physical education, leader behavior and organizational climate in selected Brazilian Faculty of Physical Education"*. University of Organ.
- 13.Ellis, Steven And Dick Penny. (2003). *"Introduction to organizational behavior"*. McGraw Hill.
14. Gray, David and Mollary, Geoff. (1998). *"Making sense of managing culture"*. International Thomson Business Press, Boston, P:129.

-
-
15. Heather K. Spence. (2002). *"The impact of workplace empowerment, organizational trust on staff nurses work satisfaction and organizational commitment"*. *Advances in Health Management*, PP:56-85.
 16. Herxy. Pual and Blanchard, Kenneth, H. (1983). *"Management of organizational Behavior"*. New Jerxy , Prentice-Hall.
 17. Koberg, C.S., & Chusmir, L.H. (1987). *"Organizational culture relationships with creativity and other job-related variables"*. *Journal of Business Research*, Vol 15, Issu. 5, PP:397-40.
 18. Kudyba, Stephan. (2003). *"Knowledge management: The art of enhancing productivity and innovation with the human resource in your organization"*. Published in DM Review, April.
 19. Oreilly, C.A. (1989). *"Corporations, Culture and commitment : Motivation and social control in organizations"*. *Management California Review*, Vol 31, No 4, PP:9-25.
 20. Pastore, D.Inglis, S & Danychuk, K. (1995). *"Understanding retention factors in coaching and athletic management : differences by gender, positions geographic location"*. *Journal of Sport Management* , Vol 20, No 4, PP:427-441.
 21. Robbins, Stephen P. (1997). *"Essential of Organizational Behavior"*. Fifth Edition, Prentice Hall. P:237.
 22. Seonghee, Cho and , Harton. (2006). *"Measuring the impact of human resource management practices on hospitality firm's performance"*. *International Hospitality Management*, Elsevier Ltd .
 23. Silverthorne, Coling. (2004). *"The impact of organizational culture and person-organization fit on organizational commitment and job satisfaction Taiwan"*. *Leadership & Organization Development Journal* , Vol 25, Number 7, PP:592-599.
 24. Wallace, Mike , James Weese, W. (1995). *"Leadership organizational culture and job satisfaction"*. *Journal of Sport Management*, PP:182-193.
 25. Weese, W Maclean and J, Corelett. (1993). *"Coaches as leaders and culture builders"*. *Journal of Sport Management* , Human Kinetics.
 26. Wright. P.M. (1990). *"Operationalisation of Goal difficulty as a moderator of goal difficulty: Performance Relationship"*. *Journal of Applied Psychology*, 75, PP:227-234.