
ORGANIZATIONAL COORDINATION IS A STEP TOWARDS IMPROVEMENT OF YASUJ UNIVERSITY OF MEDICAL SCIENCES PERFORMANCE

H. Mohammadi¹, A. Alamdari^{2*}

¹The Treatment Management of the Social Security Organization of Yasuj, Yasuj, Iran

²Social Determinants of Health Research Center, Yasuj University of Medical Sciences, Yasuj, Iran

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ABSTRACT

Understanding the pivotal aspects of advancement in organizations requires that the coordination mechanisms in the organization and the performance of employees be more accurately taken into account in organizational development decisions. When it comes to improving performance or improving the performance of the organization, the performance may be relatively decent in terms of coordination in the organization. It enables managers to manage and coordinate more complex structures, even with a coordinated work environment, and even enable organization and management to act with coherence and rapid feedback. Considering the system of education and coordination, its performance and its effective evaluation due to the complexity of the activities in this area, and as a result of the complexity and important impact of this complex as a safeguard of the system of medical sciences in the country, as well as rapid developments in this area and coherence They are an indispensable necessity. Coordination makes it possible for the organization to correct and dynamically change its course based on changing conditions.

Author Correspondence, e-mail: author@gmail.com

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According to the results of this research, it can be said that given the fact that the University of Medical Sciences is one of the major organizations in the country, it is possible to achieve common goals in this situation without proper coordination and establishing logical connections between the duties of different people of the organization. This can influence the work process and the performance of employees.

Keywords: Organizational coordination, Effectiveness of performance, Yasuj University of Medical Sciences.

INTRODUCTION

Coordination is one of the main challenges for today's organizations. It was once thought to be that coordination was one of the tasks of managers. In fact, in a process-oriented approach to management, alignment was coordinated with planning, organizing, guiding, controlling, and budgeting. But today coordination is an integral part of all management tasks and is considered as an essential part of the nature of management. Each organization should coordinate with our organizations before (suppliers) and us (our clients). Each organization must also be internally consistent. Coordination at different levels is very important for organizations (Aarabi et al, 2006).

One of the main problems in organizational efficiency and effectiveness is their structural issues (Mohammadian Sarvi et al., 2010). Coordination is a process in which all the constituent parts of a whole are combined to achieve the common goal. Coordination is achieved with a set of structural and behavioral mechanisms that are used to link the components of the organization to one another and facilitate the achievement of organizational goals (Rezaeian, 2007).

The need for coordination in an organization depends on the breadth, size and complexity of the organization. As the organization grows, there is an increasing need for more harmony. There is always a gap between the pro-coordinating forces and the pro-separatist forces. Sometimes these forces are equal, and sometimes one of them is also defeated (Aghajani, 2004).

The division of duties and the formation of units of work and activity necessitate their coordination. Coordination is the process of creating unity and unity between the activities of different units of an organization so that the goals of the organization are effectively realized. Without predicting the coordinator's actions and actions and their actions, individuals and organizational units may deviate from organizational goals (Alagheband, 2013). On the other

hand, in the current world, due to the expansion and development of communicative tools and instruments, the acceleration of the movement towards the globalization of national economies, the greater attachment of States to each other and the reduction of territory and authority, national sovereignty and its erosion in various areas of economy, politics And the culture and the existence of democratic institutions and press freedom over the past two centuries have forced governments to respond to their actions and actions. As a result of these developments, administrative offenses are very sensitive and governments have to pay attention to this issue in order to maintain political legitimacy. Job performance is the same as that of individuals in terms of legal duties, and is the consequence of human resources activities in relation to the assignment of tasks assigned to him and the extent to which the employee is endeavoring to achieve his / her job performance and expected behavioral assignments (Hejazi, 2002).

Mohammadi (2016) investigated the role of coordination mechanisms in Mintzberg's view on improving the work process and improving the performance of the organization. The results showed that among the mechanisms of coordination and improvement of work process and performance of employees in the health care network of Noorabad Mamasani There is something meaningful. Also, the interaction variable of work had the most roles in improving the work process of the health network, and also the interaction variable of work had the most role in improving the performance of health care network. Jafari (2014) investigated the effect of strategic coordination between HR strategy and organizational behavior on organizational performance. The results of data analysis indicate that the coordination between human resources strategy and organizational behavior strategy results in synergy and, therefore, improved organizational performance. Heidari (2014) studied the effect of coordination dimensions on the performance of the staff of the Department of Education. The results showed that there is a significant relationship between the coordination mechanisms and the performance of the employees. Also, standardization of work process has the most roles in employee performance.

The quality of the organization's performance depends on the individual performance of the organization. It is necessary that the organization strives to maintain and protect human resources in order to achieve better spiritual strength for coordination in the organization and to achieve the goals of the organization. If our managers in organizations, with the use of staff talents, provide the necessary training to the employees and at the same time Providing the right opportunity and facilities needed for them and establishing coordination among people can be the best performers

in the staff. An organization to achieve its goals needs a framework that coordinates the activities of the different people of the organization and establishes an appropriate link between them. Establish a to avoid interference of responsibility and unity of action in the overall process of the organization, it is important to coordinate the operations of different units of an organization. Regarding the problems that exist in Yasuj medical university, the familiarity of managers and staff with coordination dimensions, strategies of the organization in decision making the problem solves the problem and reduces the wrong decisions and brings the organization closer to success.

STATEMENT OF THE PROBLEM

Coordination is considered as one of the most comprehensive concepts in management. The importance of coordination is so much that management can be considered equivalent to coordination. Other management tasks, such as planning, organizing, and controlling, are themselves co-ordination tools (Aarabi, 2006).

Human resource management as a management component should coincide with other elements of the organization, such as the technology structure. Measures and arrangements for coordination in organizations according to Mintzberg viewpoint are as follows: 1. Mutual (bilateral) compatibility; 2. Direct supervision; 3. Standardization of work processes; 4. Standardization of labor productivity. 5. Standardization of skills. In this research also these dimensions are used. Gets

Human performance is defined as the result of a set of actions for achieving a goal based on a particular standard. Exercises may include observable behavior or invisible mental processing, such as problem solving, decision making, and planning (Khadivi, 2007).

The success of the organization in achieving its goals requires the coordination of activities.

Since human resources are the most important capital of organizations, the higher the quality of the capital, the greater the likelihood of success, survival and promotion of the organization (Nafari et al., 2010).

To do better, there must be coordination between the thoughts, activities and operations of the group. To avoid conflicts of responsibility and unity of action in the overall process of the organization, coordinating the operations of the various units of an organization is of particular importance (Robbins, 2010).

Scholars and scholars of management studies and organizations each have somehow expressed the importance of coordinating organizational processes. For the first time, Fayol of France considered it as one of the five (management) functions, and Mintzberg considered it as one of two fundamental actions. It is important to organize the existence of necessity and attention to the issue of coordination due to dependencies and relationships between different departments of an organization, or with different organizations (Jafarnejad et al., 2002).

According to Fayol, coordination is created when, firstly, there is an agreement between the various activities and sectors, and, secondly, the organization has a unity of purpose and purpose, in order to facilitate the accomplishment of the tasks and to achieve the conditions of success with the minimum cost (Nicoeghbal, 2008).

Sometimes people are said to have good or high performance, whose productivity is high, and their productivity implies two related concepts, namely effectiveness and efficiency. Effectiveness focuses on the goal without telling the cost. In contrast, efficiency gains the ratio of consumed inputs to the outputs and, in fact, we will be more efficient in terms of the loss of resources or data we receive in return for outputs, so where efficiency. The assessment of employee performance means the systematic and systematic review of how people work on how they work according to established standards and should be conducted continuously and continuously (Mir sepasi, 2002).

Kohgiluyeh and Boyer Ahmad University of Medical Sciences, with better understanding of the dimensions of coordination and the creation of strategies to strengthen and develop them, can be used to Positive Impact on Employee Perceptions of Coordinated Deliverance, Important Activities. Many organizations have been presenting a co-ordination report, but so far, comprehensive research has found that the relationship between the two variables of coordination and performance effectiveness in Yasuj University of Medical Sciences. There is no research there. This gap can be filled by this study.

THEORETICAL FUNDAMENTALS OF RESEARCH

Definition of coordination

Synchronization is a process in which all parts of a whole are combined to achieve the common goal. Coordination with a set of structural and behavioral mechanisms are realized that interact

with each other in order to link the components of the organization and facilitate the achievement of organizational goals (Rezaeian, 2013).

Coordination in terms of Mintzberg

Mintzberg (1979) identified the coordination and arrangements for organizations in the following ways (Alagheband, 2013):

Interoperability (bilateral):

Interoperability refers to unofficial communication when two or more people interact directly with each other as needed. When you talk to your co-worker about your holiday program, you are using interoperability. Most organizations need this kind of coordination, because it helps to do work and reduces ambiguity in communication and performance.

2. Direct supervision:

Direct supervision is a more formal control by the person responsible for the work of others. Groups or organizations with more than 5 or 6 members can not rely solely on mutual compatibility. They should use supervisors as a means of coordination.

3. Standardization of work processes:

Standardization of work processes refers to the organization of procedures or the content of the work.

4. Standardize work efficiency:

Pointing out the results of the work as well as the performance criteria of managers whose success is judged in terms of profits and units of work, they coordinate the standardization of affairs (Alagheband, 2013).

5. Standardize skills:

It means identifying the training needed to carry out work as a means of synchronization (Alagheband, 2013).

Performance Effectiveness

When it comes to performance, the result of the work comes to mind in the context of performance, some use the function of the process of doing work and how to perform tasks. In the comprehensive evaluation of the performance of the staff, the purpose of the operation is both the results obtained and the work process, which is judged in the assessment of how the work is carried out, and in terms of the process of working with the results obtained from the process of concurrent operation (Soleimani, 2005).

DISCUSSION AND CONCLUSION

According to the results of this research, it can be said that given the fact that the medical university is one of the major organizations in the country, in this situation without proper coordination and establishing logical connections between the responsibilities of different organizations, realization of common goals can be achieved. Which can affect the work process and the performance of employees. In order to avoid conflicts of responsibility and unity of action in the overall direction of the movement of Yasuj medical school, coordinating the operations of different units should be in the process of work of the organization, and organization management to establish communication and coordination between different departments of personnel, Management and oversight of operational activities will help the organization's top management.

In order to prevent the interaction of responsibility and unity of action in the overall direction of the movement of the Yasuj medical university, coordinating the operations of different units should be in the process of work of the organization and the management of the organization to create Communication and coordination between different sectors Personnel recruiting, management and oversight of operational activities will help the organization's top management and make plans in this area.

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