

**The Predictive Role of the Organizational Health in Employee's
Level of Participation
(Case Study: Ministry of Education, Birjand)**

Karim Dad Sepahi ¹

Hadi Pour Shafei ²

Ali Asgari ³

Rahimeh Salari Nejad ⁴

Abstract

The present study aims to investigate the relationship between organizational health and participation in the Ministry of Education staff in Birjand. Regarding the method of data collection, this research is descriptive-correlational, and because of its purpose, it is defined as applied research. The research population comprised all of the Ministry of Education staff in the city who were employed at the time of the research in 1393. This population included 220 individuals from which 110 were selected as the sample size, based on Morgan and Krejcie's table. The method of sampling was random sampling. The data were collected using Mac Lagan and Nell's participatory questionnaire (1995) as well as Hoy and Feldman's organizational health questionnaire (1996). Many studies have confirmed the validity of the questionnaire. The reliability of the tools was %96 for participation and %87 for organizational health using Cronbach's alfa. For data analysis and interpretation of results, descriptive and inferential statistics (correlation and regression) were used. The results showed that there is a significantly positive correlation between organizational health and education staff participation. In addition,

1. MA, University of Birjand, karim.dadsepahi@yahoo.com

2. Associate Professor, University of Birjand, hpourshafei@birjand.ac.ir

3. Assistant Professor, University of Birjand, Ali.asgari.edu@gmail.com

4. MA, Shaid Beheshti University

the results indicated that aspects of organizational health (structural unity, the principal's dominance, considerateness, organizational skills, resource support, morale and academic focus) could anticipate the level of participation in Ministry of Education staff in Birjand.

Key words: Organizational Health, Participation, Ministry of Education in Birjand