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The Relation between organizational learning and the organizational innovation in Kermanshah sport organ of young people

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ABSTRACT

Background: The organs usually worked in the stable environment and the managers could predict the future events, therefore they could plan in the sophisticated conditions (Ghahramani, 2010). **Objective:** The goal of study is to examine the relations between the organizational learning and the organizational innovations in the sport organ and young people in Kermanshah city. This study is descriptive based on correlation, the statistical society includes; all staff of sport organ in Kermanshah city, they were randomly chosen by Kerjesy and Morgan's table, they were 125 people. There were also some questionnaires to gather data; the questionnaire was based on Gomej, standard questionnaire and Vang's questionnaire of innovation and Ahmad (2004) (including the items of individual innovation). **Results:** The end correlation of questionnaire was respectively 0.84 and 0.87 by Alfa Cronbakh. Kolmogrove – Smirnove's tests were used to analyze the data in the inferred statistics as well as Pierson's correlation and the multiple regressions. The results showed that there was positive, meaningful relation between the organ learning and the organ innovation (r= 0.33). **Conclusion:** Besides, the findings of multiple regressions showed that there was strong coherence between the organ learning and the sharing knowledge among the individual innovation. As whole, the aspects of learning can predict %35 of variance in the changes of organ innovations.

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INTRODUCTION

Nowadays, the big organs were not so capable to compete others, because they were not adapted with the social changes of other world, because the big organs possessed the traditional structure, hence they were not flexible to be aligned with the environmental, complex change, therefore they should be changed in order to be survived, or they should be equipped to interact the world changes, among them, there were some organs which found a solution to increase the learning capabilities in the organs and the innovative strategies. After their improvement, they would be overcome with the internal and external obstacles; therefore they provided the field to access their goals Taslimi *et al* (2005).

One of learning means is the organ learning to interact with the challenges, to be ready for changes, to be capable to respond them, to define the commercial, future problems and to access the competitive advantages (Chuan Wu, Change, 2010). The best recommendation is the organ learning to increase the organ speed in the unpredictable present world. The organ learning is the process of production, broad casting, saving knowledge in the organ to compensate with the changes in the conditions. As the matter of fact, the organ learning is the process of finding and improving the mistakes Ghahramani (2010). Garcia believed that the organ learning is an organ capability to save, to improve the functions according to the past experiences, such ability provided the subjective knowledge which is common with the organ knowledge Garcia Morales (2007). Marquard supposed that the organ learning is an organ in which staff shares usually their knowledge in their decisions and their deeds, because the organ learning has the positive coherence with the organ functions, the functions of organ would be decreased if the organ learning would not successful, therefore, the organ would be so affective and functional and move Marquard (2002). On the other hand, with respect to the complex completion, and innovation as the main advantage in the life of organs, all of organs need some innovative ideas to be survived. These innovations resemble to the soul which inspired in the body of organ, it causes the organ to be survived Aghaee, Fishani(2009). Innovation is the application of the new ideas which are out birth of creativity that can

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be a new product, a new service or a new solution. The innovation is the process of perception, the production of knowledge which relate to the products, and the improved services. The appearance of innovation of knowledge not only makes the organ capable among the compotators, but also it is a useful means to increase the functions of organ Saki *et al* (2003). The knowledge is a mere source for innovation and utility in the organs. The goal of organ learning is to provide the environmental organization in which the people develop their knowledge, they interact with each other, and they mingle their knowledge to be applied. The application of knowledge leads to the innovation in the organ, hence the management of knowledge and the organ learning are usually considered as the main source of innovation, it is necessary in the process of innovation in the organ DehghanNajm *et al* (2010).

Regarding the fact that one of the main problems of organs is to be update with the economical, social, cultural changes in the present days, the organ learning can be one of the main fields in the organ changes to update the organs, besides the organ innovation is the factor to connect the organ goals. It seems that the organ learning and the construction of organ learning can influence on the staff's innovations Rahnavard (2009), Teimmornejad (2010) & Talebi (2008). There was in a study entitled the pioneer organ innovation, it was found that one of the main idea to overcome the problem was to compensate with the changes, and the innovation, it is only this way that we can take advantage in the world competition. Dehghan Najm (2010) concluded in the research entitled the management of knowledge in the organ innovation that the appearance of knowledge innovation not only makes the organ capable among the compotators, but also it is a useful means to improve the organ application, every organ tries to utilize the chances which is presented by the knowledge management such as the methods to apply, to share, compare the information and innovation DehghanNajm (2010). Asadi *et al* has studied, entitled "the relation between the organ learning and the organ application among the experts in the body treatment organ", he concluded that there was positive, meaningful relation between the continuous learning in the individual level and the organ function among the experts, besides there is and the organ function among the experts, besides there is positive, meaningful relation between the aspects of learning (team, capability, relation, and application) and the organ function among the experts. The findings showed that the importance of organ learning and the different levels (individual, team, and organ) should be emphasized as one of the affective factors to increase the functions of experts in the body treatment organ Asadi *et al* (2010).

Susan *et al* examined the relation between the features at organ learning and the acceptance of change, innovation and the organ function in the staff of the productive organs, he found out that there is meaningful relation between the organ learning and innovation and the organ learning can predict the degree of organ innovation Susan *et al* (2005).

Chao had done a study entitled "the management of knowledge in the learner organs", he perceived that the organs are forced to gain the cohesive innovation in the management; the principle of innovation would be gained though the continuo's learning by sharing the knowledge among the staff and the customers Chao (2009). Montana and Charnov concluded in their studies that the subjective knowledge is a main stimulus in the process of creativity and innovation as the organ source; it plays an important role in the success of organ Montana & Charnov (2008).

Saki's *et al* study entitled the relation between the organ learning and the organ innovation in Tehran University came to this conclusion that there is meaningful relations between the organ learning and the organ innovation in all aspects of the organ learning relates four aspects of innovation (individual, environmental, market and applicable innovations) and the organ learning predicts the organ innovation Saki *et al* (2013).

In the contemporary age, the sport organ has been exposed on the continuous changes, the relations of the organ with the different factors have caused the sport organ interacted with the different factors including: government, the financial sponsors, other national, international sport organs, the social, economical, political, and cultural factors Imankhah(2012). The sport organ has some specific goal, it has quested the development in the different times and in the different methods, therefore, the compensation with increased, complex, changes, and the insecure environment, the exploration of potential chances in the sport need the creative, capable, trustful staff. Whereas it is one of the organ features to gain the advantages of competition, but the staff and their ideas play an important role in the same method, hence it is necessary to know about the features of suitable bed to absorb, to develop the staff, and it is the first step, and the main issue in the organs, therefore it is a fact that the sport organ is responsible to assign some politics and programs to guide and to supervise the sport, it plays an important role in improving the gain, creativity, and the development of knowledge in the sport of our city. The degree of learning and innovation can improve the programs; hence this study tries to examine the relations between the organ learning and the organ innovation in the organ of sport and young people in Kermanshah city.

Methodology:

This study is descriptive and cohesive. The statistical society includes all of staff of sport organ in Kermanshah city. There were 125 people who were randomly chosen by Kerjesy's and Morgan's table, in order to gather the data, there was used the standard questionnaire including 31 questions of learning based on

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Gomejh *et al*., (2005) including seven aspects: the same perspectives, the organ culture, the team learning, the sharing knowledge, the reflection of system, the sharing leadership, the development of prosperity among the staff. The questions of organ innovation of Vang and Ahmad contained 32 questions including the factors such as (individual innovation, the environmental innovation, the market, applied innovation). There was also used the sport expert's ideas to assign the levels of narration, the cohesive correlation of questionnaire by Alfa Cronbakh test. The degree of correlation was respectively 0.84 and 0.87 in two questionnaires. Colmogrof's and Smirnof's tests were used to analyze the data in the inferred statistics to recognize the normal broadcasting of data, Pierson's correlation to assign the relations among the factors, the analysis of multiple regression to show the shares of factors in the prediction as well as the tools to analyze data which was the statistical Microsoft SPSS, Version 20.

Results:

According to the descriptive factors, 70 percentages of people were male (86 persons) and 30 percentages were female (39 persons). Most of them (%60) were in 31-40 and (%70) were in B.A. they also worked for 6-10 years (table 1).

Table 1: the frequency of examples according to the features of statistics of crowd

Factor	The level of examination	Frequency	percentage
Sex	Male	86	70
	Female	39	30
	As whole	125	100
Age	Less than 30	18	14
	31-40	70	60
	41-50	15	10
	Higher than 50	22	16
	As whole	125	100
The degree of services	Less than 5 years	35	30
	6-10 years	60	46
	11-15 years	30	24
	As whole	125	100
education	A.A	10	7.7
	B.A	90	70
	M.A and Higher	25	23.8
	As whole	125	100

Before examining the hypotheses of study, it is necessary that the statistical, suitable test was chosen to analyze data, therefore, Kolmogrove – Smirnove (K-S test) were used to examine whether the factors were normal or not. It was in the same test that the hypothesis of zero showed that it was normal in broad casting the data, and vice versa it would be abnormal. According to the results of table 2, the degrees were meaningful and the factors of organ learning and the organ innovation were less than 0.05, it means that the hypothesis of zero would be rejected, and it showed that the broad casted data was not normal. Therefore, regarding the broad casting data, there were used naparametrical tests in the next analyses and in the tests of study hypotheses.

Table 2: The results of Kolmogrove – Smirnove (K-S-Test) to assign the normality at data in the study factors

The specific factors	Z	Sig
The organ learning	3.032	0.001
The organ innovation	2.884	0.002

After examine the relations between the organ learning and the organ innovation in the sport organ of Kermanshah city, it concluded that there was positive, meaningful relations between the organ learning and these aspects including the individual innovation, the market innovation, the applied innovations P< %5, it was only in the environmental level that there was no relation (table 4).

Table 4: The relations between the organ learning and the organ innovations

The independent factor	The dependant factors											
	The individual innovation			The environmental innovation			The market innovation			The applied innovation		
Learning	N	R	Sig	N	R	Sig	N	R	Sig	N	R	Sig
The organ	125	0.262	0.001	125	0.231	0.113	125	0.338	0.000	125	0.229	0.001

P <0.05

Fur the more, the results of regression test predicts about %35 of variances (organ leaning) in the changes in the organ innovations to examine the organ innovations by aspects of organ leaning.

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Table 5: The summary of Regression model

Factor	R	R^2	The result of the standard error
Number	0.564	0.355	15.751

The regression correlation of the organ learning and the organ innovation showed that the only common future of the aspects of organ leaning is Beta 0.411, it could predict the meaningfulness of organ innovation. In other words, whereas the organ learning can show the meaningfulness of organ innovation by itself, but the share of every one could show how much they would be meaningful.

Table 4: Regression correlation of aspects of organ learning and the organ innovation.

The aspects of organ learning	Non-Standard correlation		Standard correlation	T	sig
	B	St.Error	Beta		
Constant number	64.675	4.968	-	13.020	0.000
Common	1.310	0.409	0.411	3.204	0.002

Discussion and Conclusion:

The sport organs have special goals to quest the development in the different ways. It is true that the staff of every organ and their knowledge and their innovations play an important role in the same way, because the degree of learning and innovation can influence on the improvement of programs. Regarding to these issues, the goal of study is to examine the relations between the organ learning and organ innovations in the body, sport treatment organ in Kermanshah city. One of the main results at study was the positive, meaningful relations between the organs in Kermanshah city; the results were aligned with studies at Asadi *et al* (2009) and Talebi (2008). These researchers concluded that the learning strategies have either direct effect on the organ function or by mediating the innovations. All of organs try to present the chances by the organ learning such as the gain methods, the comparison, and the sharing knowledge to increase the staff's innovations. It can be inferred that the organ learning plays an important role in the function of organ. While the staff know about the perspectives of organ so much that the information data and the relations of organs would be increased, developed and the staff know about the politics and the methods in the better ways. On the other hand, while the culture of learning was encouraged, the staff's motivations would be increased in the collative learning, and the duties provide the challenge to develop the staff's proprieties the improvement of organ learning cab increase the innovation and the development. Therefore, the appearance of knowledge not only makes the organs capable to their competitors, but also it is a useful means to increase the organ application, hence the organ should provide the condition to interact the knowledge and innovations, therefore the staff would tend to interact the knowledge and innovations too, in order to be more applied.

The results at study show that there is relation between the organ learning and the individual innovation, the results would be aligned with Montana's and Charno's studies (2008). The individual innovations are the individual capabilities and the groups and the management to form the culture of innovation and the acceptance of new ideas. One of the main factors that influences on the individual innovation in capability including three elements such as: intelligence, knowledge, and skill. Furthermore, the learning strategies can encourage the staff to create and to interact the knowledge and the innovations, because the innovations avoid the decadence of knowledge, they post pone them to the contrary direction, hence it is necessary to share the knowledge among the staff, the mangers, Colleagues *et al*., in order to invite them in the discussion to provide the chances to make the new products and processes.

Meanwhile, there is meaningful relation between the organ learning and the environmental innovations in the sport organ in Kermanshah city. The results of Saki's *et al* (2013) Studies were not aligned with it, because there is not coherent between two factors of the organ learning and the environmental innovation, it also can be interpreted that it is not possible to invest on whole aspects of organ learning in the short time, middle or forever. It is necessary that the most influencing, the most important aspects of organ learning that cause the innovation, should be recognized, to planned in order to be developed. On the other hand, knowledge may be interacted among the people in an organ, and after providing the suitable conditions, they may produce the new ideas, but these ideas cannot provide the suitable chances for goals in the market of competitions.

The results also showed, the positive, meaningful relations between the organ learning and the market innovation, these results were aligned with the studies of Talebi (2008) and Saki *et al* (2013). It can be interpreted that the knowledge is not only the source of surviving the organ, but also it is the cause of organ success in the group. Therefore, the knowledge was accepted as the main cause in making the decision to gain the technology, to accelerate the learning, hence it is necessary to be supported and the culture of support should be provided in all sections of organ. On the other hand, the organs especially the sport organs can mingle the external and internal knowledge, to share them among the staff and managers according to the accompaniment and the team works. They should concern with the chances in the light of financial, technical supports in order to provide the innovations in the services.

Therefore, it is necessary that the managers of sport organs consider the organ learning in an organized

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view, they should recognize the necessities and the chances in the market of competition according to the products and the process of innovations.

The results showed that there was positive and meaningful relations between the organ learning and the applied innovations in the staff of sport organ in Kermanshah city, these results were aligned with the studies of Talebi (2008), Dehghan Najm (2010) and Saki *et al* (2013). It can be said that the most important gain of organ learning are reflexibility, the quick reaction in the various, environmental conditions, the use of human sources, and the knowledge. All of foresaid items cause to make better decisions. Most of organs believe that the organ learning is the means to increase the function of organ, therefore, the methods of learning would be considered. The managers of organs should apply the principles of organ learning to present the new methods of thinking in the organ, to share the intellectual creative sources to decrease the expenses, to utilize the knowledge. On the other hand, the organs can make a suitable organ culture to pave the way for developing the knowledge and to apply them in the new conditions.

The results show that the different aspects of organ learning can predict 35% of innovative changes in the variance of organ innovations, the results were aligned with the studies at Asadi *et al* (2010, Susan (2005), Saki *et al* (2013). Besides, the matrix of correlation between the aspects of organ learning and the organ innovations show that the common knowledge has the most correlation between the aspects of organ learning and the organ innovations show that the common knowledge has the most correlation with the organ innovation among the different aspects of organ. It can be inferred that were as the creation of knowledge and innovation is the main principle, but the gain of knowledge 13 not enough to the organ, instead the knowledge should be shared, then it should be applied in the behaviors. Therefore, the managers should perceive the learning and the couture in order to create the knowledge and to transfer it. It is obvious that the strong culture as well as other factors provide the same view in the team to pave the way for learning in the sport organs, to increase the trust and responsibility among the staff in order to develop the innovations. The clear, obvious language is necessary to share the knowledge, to transfer it, to dedicate revere, to support the organ culture by sharing and transferring, therefore the sport managers should evaluate the staff according to their knowledge and their struggles to transfer the knowledge, hence it is necessary to compare sate the organs of payment and reward and to encourage the staff to create, to broad cast the knowledge on the other hand. All of foresaid issues increase the continuous responsibilities.

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