Identify the Factors Affecting the Choice of Research and Development Projects

Elena Sanata
Industrial Management, Science and Research Branch, Gambiya University,
sanati@yahoo.com

Marashl Aboul
Faculty Member of Industrial Management, Gambiya University
Abedi.sadegh@yahoo.com

Research Article
Volume 7 Issue 3 - August 2017          Copyright © All rights are reserved by Vikas Minchekar

Abstract:
In the today’s industrial world and in the organizations’ competition, the importance of the research and development projects and its role in advancing the objectives of organizations have gone to a special status that the volume of projects’ investments on research and development or the organization’s activities in this area is an indicator to determine the success or failure of the organization. Assessment and selection of research projects are considerable concern for decision-makers that returns to the importance of the research projects’ alignment with the strategic goals of each organization. Research and development are the only competitive advantage of modern companies and they will become stable only if the research and development are institutionalized in them. Although success in these projects is a competitive advantage, but often organization slack a comprehensive decision-making model in the choice of research and development projects. This paper’s approach is to identify the factors affecting the choice of research and development projects.

KEYWORDS: research and development, research and development project, gold programing.
INTRODUCTION

today's society organizational society. Today, organizations, and with rapid changes in the political environment, cultural, social, economic and technological, changes happening so fast that if organizations from ready to deal with them, their survival would be in danger. One of the new tools that help organizations in a position to deserve today, the use of intelligence is an organization in today's world, promoting organizational intelligence, one of the most undeniable requirements for organizations, of the data and analysis, as well as the enhancement of knowledge and create awareness on its capabilities, increase organizational intelligence data organizations to its environment, faster and more precision and analysis of the results obtained beneficial ways to store in sensitive times and decision-makers in the organization offering [1]. successful organizations in response to a very dynamic and variable depended on their ability to provide the necessary information and find solutions to the problems that they are facing [2].

On the other hand, intellectual property management today as a strategic asset for organizational performance is known and intellectual property management for competitiveness organizations is important [3]. Today, the value of personality as a predictor of job performance has been accepted. each individual personality plays an important role in the performance of his career as an individual's personality motivation and Fred's attitude towards a job and the manner in which one need to respond to the job.

Theoretical Foundations

Philosophy of the organization is dependent on human life. The organization's personnel life, and the Department of addressing it at all times. Therefore, human resources are the most valuable resource for organizations. They are organizational decisions and solutions, and ultimately solve the problems. Realizing productivity and efficiency and effectiveness of their meaning. [4]

Organizational Intelligence, enables our organization to make decisions, means having comprehensive knowledge of all the factors that affect the organization. Having in-depth knowledge of all factors such as customers, competition, economic environment, operations and organizational processes that affect a large impact on the quality of management decisions in organizations [5].

In addition to the assessment, scoping, functional design, review and analyze the operation and improvement of management practices are responsible. Undoubtedly, understanding of these factors can lead to the development of the field of organizational intelligence and restrictions contained in this field. Studies show that personality characteristics and performance evaluation system can affect the organizational intelligence. Therefore, the question that arises here is whether personality traits and performance evaluation system can affect the organizational intelligence? That this study attempts to these important questions to be answered in throughput.

Organizational Intelligence

Business Intelligence is the capacity of an organization to use all his brain-power and brain power focused on the mission. Albrecht believes that organizations often damaged more than that of their competitors, their self-harm. Less acting skills, administrative wars, political campaigns, organized disorder and pointless procedure such as obstacles facing organizations [6] in the case of Organizations intelligence different views of opinion in there. Some scientists have studied intelligence from the perspective of epistemology. Cognitive perspective, the perspective of behavioral and social-emotional perspective are three categories of organizational intelligence and general purpose, is to know how to blend different schools of thought can a comprehensive understanding of organizational intelligence in management and organizational development literature offer. Organizations intelligence is a social process that is based on fundamental theories upon theories of individual intelligence which have been ignored so far. The use of individual intelligence has been unable to turn, determine the social nature of organizational intelligence [7].

The most important organizational intelligence views of the great thinkers are as follows:

Organizational intelligence from the perspective of Matsuda
Albrecht Organizational Intelligence Model

Albrecht organizational intelligence consists of seven basic elements knows. Each of the seven dimensions also specifically includes a set of behaviors, processes and structural features. The following outlines each of these factors will be discussed:

1. Shared fate: the meaningful participation of all people in the mission of the organization. Common fate is created when all or most of the people involved are organized and have a clear vision of the mission of the organization.

2. Appetite for change: smart people in the organization feel the need to restructure the business plan and the opportunity to learn new ways to become successful.

3. The strategic vision: for the capacity of the organization to create, develop and explain the objectives and mission of the organization.

4. Alignment and congruence: enterprise groups should be organized to fulfill the institutional mission and set of rules for interaction and exposure to external environment cares.

5. Spirit: the spirit component is indicated willingness to work beyond job duties.

6. Knowledge deployment: organizational activity data, information, knowledge, accurate and timely decisions and common sense meritocratic organizational structure linked.

7. Performance pressure: Smart organizations, people are aware of the expectations and requirements of your job and everyone knows what needs to be achieved and obstacles to achieve goals quickly shifted.

Performance evaluation
to the extent that it has become important in the success or failure of organizations a special place [8]. Following the management information leading to the emergence of a government that was oriented management approach, evaluating the performance of government agencies also changed and problems and shortcomings emerged. To fix this problem should as much as possible Employee performance evaluation and prevent the negative consequences perfect tool for evaluating the performance of government agencies provide them.

Human resource functions in organizations large and small tasks to be performed by human resources. Human resource functions, including various activities which specifically affects the different areas of the organization. Five main task of human resource management is as follows:

1. Planning and forecasting human resource needs of the organization
2. Find staff
3. Assess behavior and pay
4. Fostering and enhancing the capacity of human labor
5. Establish and strengthen effective links between employees and management.

Singer(1990) core areas of Human Resources Management considers the following:

Training and development (learning needs), industrial relations, compensation management (promotion), management benefits (bonuses), maintenance, health and safety, human resource planning, employee communications, consulting, auditing, government regulations, and personnel (salaries).

Continuous Improvement of organizational performance, synergy enormous Force that the force can support the growth and development programs and create opportunities for organizational excellence. Governments and businesses, the forward tried to apply in this case.

Personality characteristics
Atkinson's character as a dedicated and distinct patterns of thought, emotion and personal style of interaction with the physical environment and social behavior that marks every person has defined. [9].

Mae Shane Van Galinu relatively stable patterns of behavior and character consistent internal states that a person's behavioral tendencies show, see [3].

Allport dynamic organization within the individual character knows that the mental and physical systems and is the only factor that determines a person compromise with his environment [10].
One of the most important theories in the study of personality theory personality characteristics. According to this theory, personality traits characteristic composition is extensive. The "feature" is a relatively stable characteristic that causes people to behave in certain ways. Unlike other theories of personality theory personality characteristics such as psychological and humanistic theories, focuses on the differences between people. The combination and interaction of various characteristics that make up a person's character and this for each person is unique and unique. Theory and measuring the individual properties are focused on determining personality traits [11]. by selecting the appropriate staff, the efficiency of the organization and the job satisfaction of the personnel, increases in costs that due to the inappropriate selection is imposed on the staff is also prevent [12].

Theories of personality characteristics
1. Gordon Allport's theory
2. Raymond Cattell 16 Personality Factor Questionnaire
3. The three dimensions of Eysenck Personality
4. 5 theory of personality of Costa and McCrae

Katl and Eysenck's theory has been the subject of many studies and some theorists believe that Katl on the many features and Eysenck focused on a small number, as a result, a new theory called the theory of personality characteristics was formed. The Five Factor Model of personality represents five main features that interact with each other, forming the human personality. Although the researchers did this size disagree on the exact nomenclature is becoming more popular, but the following names:
Five dimensions are: neuroticism, extraversion, openness, agreeableness and conscientiousness is. Thus, with respect to the first five letters of the word ocean (OCEAN) is obtained. [11].

The theoretical framework of research
All real studies on a conceptual framework based on the variables and the relationships between them. Since each requires a mind map and conceptual model of field research in the form of appropriate analytical tools, variables and relations between them are drawn. model Costa and McCrae (1987) [13] to evaluate the performance of employees of the Singer (1990) is used.

Figure 1 shows the conceptual model
Research Methodology
This study is, is applied. The research method is survey. The population of Khuzestan Water and Wastewater company's headquarters, including field staff of 146 persons. A sample using Morgan's sampling table, 106 individuals were determined. Library and field methods for collecting data is used. Data gathered by three questionnaires is the Likert scale. To normalize the data analysis software SPSS and for statistical analysis of the hypotheses used Smart PLS software. One of the most powerful and the most appropriate analysis methods in behavioral science research, multivariate analysis because the nature of such issues can not be multivariate and bivariate methods (each time only one independent variable with the dependent variable is considered to be) solved. In the present study due to non-normality of data and volume data to confirm or refute the hypothesis using structural equation modeling (SEM) software using Smart PLS and partial least squares (PLS) is used.

Results
Determine normal or not normal using the Kolmogorov - Smirnov
To search for normality assumption used in this study Kolmogorov - Smirnov one sample is used. If more than 5% significance level is normal is changing. Otherwise the data are non-normal. According to the output from the software SPSS, in this study, all variables are abnormal.

Figure 1 shows the standard number of research questions Smart PLS output software
Research hypotheses examine

First hypothesis is the main: Between personality characteristics and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.

According to Figure 1 if the value $t$ between 1.96-1.96+ and is, relationships between variables will be significant at the 95% confidence level, and if the value $t$ is larger than 1.96+ or smaller than 1.96- relations meaningful
relationships in the model. Summary results are presented in Table structural equation modeling:

Table 1: The main research examining the first hypothesis

<table>
<thead>
<tr>
<th>Result</th>
<th>Total effect</th>
<th>Direct effect (R)</th>
<th>t value</th>
<th>Relations between variables</th>
</tr>
</thead>
<tbody>
<tr>
<td>Confirmation</td>
<td>0.73</td>
<td>0.73</td>
<td>19.372</td>
<td>Personality characteristics - Organizational Intelligence</td>
</tr>
</tbody>
</table>

So with regard to the path of personality traits variable factor and organizational intelligence company employees water and Wastewater Khuzestan, which amount to 0.73 and t - statistics also amount to 19.372 personality traits can be said on organizational intelligence company employees water and Wastewater Khuzestan significant impact. This assumption is

Hypothesis subsidiary 1 - 1:
Between neurosis and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.

Table 2: study hypotheses 1 sub 1

<table>
<thead>
<tr>
<th>Result</th>
<th>Total effect</th>
<th>Direct effect (R)</th>
<th>t value</th>
<th>Relations between variables</th>
</tr>
</thead>
<tbody>
<tr>
<td>Confirmation</td>
<td>0.617</td>
<td>0.617</td>
<td>9.246</td>
<td>Neurosis - Organizational Intelligence</td>
</tr>
</tbody>
</table>

The path coefficient alternative with respect to the psychological affliction and organizational intelligence, which amount to 0.617 and t - statistics on the amount of 9.246. Therefore, it can be said: fluent affliction on organizational intelligence and has a positive effect is confirmed.

Hypothesis subsidiary 2 - 1:
Between agreeableness and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.

Table 3: study hypotheses 2 sub 1

<table>
<thead>
<tr>
<th>Result</th>
<th>Total effect</th>
<th>Direct effect (R)</th>
<th>t value</th>
<th>Relations between variables</th>
</tr>
</thead>
<tbody>
<tr>
<td>Confirmation</td>
<td>0.885</td>
<td>0.885</td>
<td>22.517</td>
<td>Agreeableness - Organizational Intelligence</td>
</tr>
</tbody>
</table>

The path coefficient alternative with respect to the agreement of the organization and intelligence, 0.885 and t - statistics on the amount of 22.517. So can be said of the agreement, which has a positive impact on organizational intelligence and is confirmed.

Hypothesis subsidiary 3- 1:
Between extroversion and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.

Table 4: study hypotheses 3 sub 1
Relations between variables
t value
Result Total effect Direct effect (R) Extroversion -Organizational Intelligence
Confirmation 0.602 0.602 7.129

The path coefficient alternative with respect to extraversion and organizational intelligence, which amount to 0.602 and t - statistics on the amount of 7.129. Therefore, it can be said: extraversion intelligence has a positive impact on organizational and is confirmed.

**Hypothesis subsidiary 4-1:**
Between conscientiousness and intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.

Table 5: study hypotheses 4 sub 1

<table>
<thead>
<tr>
<th>Result</th>
<th>Total effect</th>
<th>Direct effect (R)</th>
<th>t value</th>
<th>Relations between variables</th>
</tr>
</thead>
<tbody>
<tr>
<td>Confirmation</td>
<td>0.815</td>
<td>0.815</td>
<td>21.994</td>
<td>Conscientiousness -Organizational Intelligence</td>
</tr>
</tbody>
</table>

The path coefficient alternative with respect to the conscientious and organizational intelligence, which amount to 0.815 and t - statistics on the amount of 21.994. Therefore, it can be said: duty on organizational intelligence and has a positive effect is confirmed.

**Hypothesis subsidiary 5-1:**
Between empiricism and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.

Table 6: study hypotheses 5 sub 1

<table>
<thead>
<tr>
<th>Result</th>
<th>Total effect</th>
<th>Direct effect (R)</th>
<th>t value</th>
<th>Relations between variables</th>
</tr>
</thead>
<tbody>
<tr>
<td>Confirmation</td>
<td>0.622</td>
<td>0.622</td>
<td>8.020</td>
<td>Empiricism -Organizational Intelligence</td>
</tr>
</tbody>
</table>

The path coefficient alternative with respect to the experience of extremism and organizational intelligence, which amount to 0.622 and t - statistics on the amount of 8.020. Therefore, it can be said: experience on organizational intelligence and has a positive effect is confirmed.

**The second main hypotheses**
between the performance evaluation system and organizational intelligence company employees water and Wastewater Khuzestan, there is a significant relationship.

Table 7: The main research examining the second hypothesis
significant numbers between organizational performance evaluation system and 12.539, which is because it is so much bigger than 1.96 evaluation of the performance of the system, which has a positive impact on organizational intelligence. The standardized coefficient between organizational performance evaluation system and 0.860, which is because it is larger number of 0.6, which directly from the strong relationship between performance evaluation system and organizational intelligence.

**Hypothesis subsidiary 1 - 2**
Between promotion and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.

**Table 8: study hypotheses 1 sub 2**

<table>
<thead>
<tr>
<th>Result</th>
<th>Total effect</th>
<th>Direct effect (R)</th>
<th>t value</th>
<th>Relations between variables</th>
</tr>
</thead>
<tbody>
<tr>
<td>Confirmation</td>
<td>0.860</td>
<td>0.860</td>
<td>12.539</td>
<td>Performance evaluation system -Organizational Intelligence</td>
</tr>
</tbody>
</table>

The path coefficient alternative with respect to the promotion of organizational and intelligence, which amount to 0.585 and t-statistics on the amount of 6.498. Therefore, the promotion of positive impact on organizational intelligence and is confirmed.

**Hypothesis subsidiary 2 - 2**
Between reward and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.

**Table 9: study hypotheses 2 sub 2**

<table>
<thead>
<tr>
<th>Result</th>
<th>Total effect</th>
<th>Direct effect (R)</th>
<th>t value</th>
<th>Relations between variables</th>
</tr>
</thead>
<tbody>
<tr>
<td>Confirmation</td>
<td>0.635</td>
<td>0.635</td>
<td>8.705</td>
<td>Reward -Organizational Intelligence</td>
</tr>
</tbody>
</table>

Due to the variable path coefficient t-statistic of 0.635 and 8.705 is the value. So we can say, reward positive impact on organizational intelligence and can be confirmed.

**Hypothesis subsidiary 3 - 2**
Between the salary increases and organizational intelligence company employees water and Wastewater Khuzestan, there is a significant relationship.

**Table 10: study hypotheses 3 sub 2**
The path coefficient alternative with respect to the salary increases and organizational intelligence, which amount to 0.460 and t-statistics on the amount of 5.516. Therefore, it can be said: salary increases on organizational intelligence and has a positive effect is confirmed.

**Hypothesis subsidiary 4 - 2**
Between education and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.

**Table 11: study hypotheses 4sub 2**

<table>
<thead>
<tr>
<th>Result</th>
<th>Total effect</th>
<th>Direct effect (R)</th>
<th>t value</th>
<th>Relations between variables</th>
</tr>
</thead>
<tbody>
<tr>
<td>Confirmation</td>
<td>0.460</td>
<td>0.460</td>
<td>5.516</td>
<td>Salary increases -Organizational Intelligence</td>
</tr>
</tbody>
</table>

The path coefficient alternative with respect to the training and intelligence organisation, which amount to 0.431 and t-statistics on the amount of 4.399. So can be said education has a positive effect on organizational intelligence and is confirmed.

**Table 12: Summary results of the research hypotheses**
<table>
<thead>
<tr>
<th>Relation</th>
<th>Result</th>
<th>Description hypothesis</th>
<th>Number hypothesis</th>
</tr>
</thead>
<tbody>
<tr>
<td>straight</td>
<td>Confirmation</td>
<td>Between personality characteristics and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.</td>
<td>The first main hypotheses</td>
</tr>
<tr>
<td>straight</td>
<td>Confirmation</td>
<td>Between neurosis and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.</td>
<td>1sub 1</td>
</tr>
<tr>
<td>straight</td>
<td>Confirmation</td>
<td>Between agreeableness and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.</td>
<td>2sub 1</td>
</tr>
<tr>
<td>straight</td>
<td>Confirmation</td>
<td>Between extroversion and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.</td>
<td>3sub 1</td>
</tr>
<tr>
<td>straight</td>
<td>Confirmation</td>
<td>Between conscientiousness and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.</td>
<td>4sub 1</td>
</tr>
<tr>
<td>straight</td>
<td>Confirmation</td>
<td>Between empiricism and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.</td>
<td>5sub 2</td>
</tr>
<tr>
<td>straight</td>
<td>Confirmation</td>
<td>Between the performance evaluation system and organizational intelligence company employees water and Wastewater Khuzestan, there is a significant relationship</td>
<td>The second main hypotheses</td>
</tr>
<tr>
<td>straight</td>
<td>Confirmation</td>
<td>Between promotion and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.</td>
<td>1sub 2</td>
</tr>
<tr>
<td>straight</td>
<td>Confirmation</td>
<td>Between reward and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.</td>
<td>2sub 2</td>
</tr>
<tr>
<td>straight</td>
<td>Confirmation</td>
<td>Between the salary increases and organizational intelligence company employees water and Wastewater Khuzestan, there is a significant relationship.</td>
<td>3sub 2</td>
</tr>
<tr>
<td>straight</td>
<td>Confirmation</td>
<td>Between education and organizational intelligence Khuzestan Water and Wastewater Company employees have a significant relationship.</td>
<td>4sub 2</td>
</tr>
</tbody>
</table>

**Discussion and conclusions**

The purpose of this study examined the impact of personality traits and performance evaluation system on organizational intelligence company staff Khuzestan water and wastewater systems. The results of the study showed: between personality traits and organizational intelligence company employees water and wastewater Khuzestan, there is a significant relationship. Research shows that personality traits promote institutional intelligence. So whatever personality traits in a higher level, organizational intelligence staff will be more and more effective. The results of this research study other researchers in this field.

The results of the study showed between psychological affliction and organizational intelligence company employees water and wastewater Khuzestan, there is a significant relationship to the tendency of individual, suffering for anxiety, tension, pity militancy, hate him, efficiency, depression, low self-esteem, or concern and patient, or to be pitied. When employees from the spirit of psychological affliction have lost their jobs in the sense of obligation, not automatically responsibility, careless, organizational intelligence is harmed. The study, researchers with other research.

Research results showed that the agreement between and organizational intelligence company employees water and wastewater Khuzestan, there is a significant relationship agreement in the workplace, senior managers and employees of institutional commitments. In such circumstances staff to the organization and are committed to a two-sided between employees and the organization, which led to the organizational intelligence from the employees. In fact disagreement perception in the devastating effect on motivation and contribution staff and the lack of commitment. If the sense of employees in agreement with negative reactions to the organization's environment, including the refusal of the effort, small and weak in the form of acute to resign from the work of this Interconnection Agreement. of agreement or to the tendency to giving, generosity, empathy, humanism, trust, or
frigid Rauf, tantrum or kindly and egotism or is said to be devoted to the results of this research study is in line with other researchers.

Research results showed that between extraversion and organizational intelligence company employees water and wastewater Khuzestan, there is a significant relationship. Brown, of course, socialism, but only one community's ability of attributes that extraversion holds. I dare to be talkative, and also of the outside the Islamists. They are inclined to be cheerful, as well as fresh, with the energy and optimistic. extraversion scales to be strong interest in big risks in jobs is correlated (when employees of extraversion from the top position on the work and its ability to find faith and to link and solidarity between members of the organization and voluntary behaviors and consciously personnel in social environment, the causes and led to the increase in the organizational intelligence. extraversion expresses a tendency to positive, courage, Vitality, intimate, aloof, or social silent or talkative, and self-contained or being initiated. The study, researchers with other research.

Research results showed that between loyalty and organizational intelligence company employees water and wastewater Khuzestan, there is a significant relationship there duty in the workplace, reflects the importance of giving staff to organizational commitment and stay in the job. in such circumstances staff are committed to the present Covenant and a two-way between employees and organization that led to the behaviour of the employees. loyalty to the person to be disciplined, efficient, sequencing, orbital development, reasonable, and never trust or reliability and Tough or mind is in fact perception of duty in the a devastating effect on motivation and contribution employees and lack of commitment and desertion. If the sense of duty employees with negative reactions, including low effort, he refused to respond to the results of this study, the researchers did not read.

The results of the study showed between experience and extremism organizational intelligence company employees water and wastewater Khuzestan, there is a significant relationship experience or extremism grand speaks to someone desire to curiosity, a love of the art, flexibility, wisdom, regulations or of being innovative, prudent or fear of being liberal and conservative or research shows that the experience of people, promote institutional intelligence. So whatever work experience in a higher level, the creation of a more effective organizational intelligence. the results of this study, the researchers did not correspond with the investigation.

intelligence helps organizations to organizational performance resulting in an overall structure that refers to how an organization functions. The most popular function defined by (Neely et al, 2002) [14] provided: "The quality process effectiveness and efficiency of past actions." According to this definition, the performance is divided into two components: 1) performance, and 2) effectiveness. the organization is intelligence. Our research with research (Farsi zadeh et al,2015) [16] is not consistent. Why are they in their study have not found a significant relationship between evaluation and organizational intelligence. While employee performance evaluation over time will lead to increased organizational intelligence.

Research results showed that between promotion and organizational intelligence company employees water and wastewater Khuzestan, there is a significant relationship there duty in the workplace, reflects the importance of giving staff to organizational commitment and stay in the job. in such circumstances staff are committed to the present Covenant and a two-way between employees and organization that led to the behaviour of the employees. loyalty to the person to be disciplined, efficient, sequencing, orbital development, reasonable, and never trust or reliability and Tough or mind is in fact perception of duty in the a devastating effect on motivation and contribution employees and lack of commitment and desertion. If the sense of duty employees with negative reactions, including low effort, he refused to respond to the results of this study, the researchers did not read.

The results of the study showed between experience and extremism organizational intelligence company employees water and wastewater Khuzestan, there is a significant relationship experience or extremism grand speaks to someone desire to curiosity, a love of the art, flexibility, wisdom, regulations or of being innovative, prudent or fear of being liberal and conservative or research shows that the experience of people, promote institutional intelligence. So whatever work experience in a higher level, the creation of a more effective organizational intelligence. the results of this study, the researchers did not correspond with the investigation.

Research results showed that between promotion and organizational intelligence company employees water and wastewater Khuzestan, there is a significant relationship there duty in the workplace, reflects the importance of giving staff to organizational commitment and stay in the job. in such circumstances staff are committed to the present Covenant and a two-way between employees and organization that led to the behaviour of the employees. loyalty to the person to be disciplined, efficient, sequencing, orbital development, reasonable, and never trust or reliability and Tough or mind is in fact perception of duty in the a devastating effect on motivation and contribution employees and lack of commitment and desertion. If the sense of duty employees with negative reactions, including low effort, he refused to respond to the results of this study, the researchers did not read.

The results of the study showed between experience and extremism organizational intelligence company employees water and wastewater Khuzestan, there is a significant relationship experience or extremism grand speaks to someone desire to curiosity, a love of the art, flexibility, wisdom, regulations or of being innovative, prudent or fear of being liberal and conservative or research shows that the experience of people, promote institutional intelligence. So whatever work experience in a higher level, the creation of a more effective organizational intelligence. the results of this study, the researchers did not correspond with the investigation.

Research results showed that between promotion and organizational intelligence company employees water and wastewater Khuzestan, there is a significant relationship there duty in the workplace, reflects the importance of giving staff to organizational commitment and stay in the job. in such circumstances staff are committed to the present Covenant and a two-way between employees and organization that led to the behaviour of the employees. loyalty to the person to be disciplined, efficient, sequencing, orbital development, reasonable, and never trust or reliability and Tough or mind is in fact perception of duty in the a devastating effect on motivation and contribution employees and lack of commitment and desertion. If the sense of duty employees with negative reactions, including low effort, he refused to respond to the results of this study, the researchers did not read.

The results of the study showed between experience and extremism organizational intelligence company employees water and wastewater Khuzestan, there is a significant relationship experience or extremism grand speaks to someone desire to curiosity, a love of the art, flexibility, wisdom, regulations or of being innovative, prudent or fear of being liberal and conservative or research shows that the experience of people, promote institutional intelligence. So whatever work experience in a higher level, the creation of a more effective organizational intelligence. the results of this study, the researchers did not correspond with the investigation.

Research results showed that between promotion and organizational intelligence company employees water and wastewater Khuzestan, there is a significant relationship there duty in the workplace, reflects the importance of giving staff to organizational commitment and stay in the job. in such circumstances staff are committed to the present Covenant and a two-way between employees and organization that led to the behaviour of the employees. loyalty to the person to be disciplined, efficient, sequencing, orbital development, reasonable, and never trust or reliability and Tough or mind is in fact perception of duty in the a devastating effect on motivation and contribution employees and lack of commitment and desertion. If the sense of duty employees with negative reactions, including low effort, he refused to respond to the results of this study, the researchers did not read.
2- identify strategic jobs.
3- gauging system created job satisfaction in the organization.
4- to keep as deregulation.
5- make maximum use of information technology and virtual environment.
6- increased support innovative ideas.
7- use constructive proposals in plans and programs and policies in the future.
8- increase in information feedback through methods such as the suggestions.
9- improving relations with employees via modern communication technologies.

REFERENCES


