

## **INVESTIGATING ORGANIZATIONAL HEALTH OF IRANIAN AGRICULTURAL COLLEGES: TO DEVISE APPROPRIATE AND COMMENSURATE RESEARCH INSTRUMENT FOR HIGHER EDUCATION**

**Ahmad Rerzvanfar<sup>1\*</sup>, Mostafa moradi Kafraj<sup>2</sup> and Ehsan Golofar<sup>3</sup>**

<sup>1</sup> Prof., Department of Agricultural Extension and Education, College of Agricultural Economics and Development, University of Tehran, Karaj, Iran  
Email: arezvan@ut.ac.ir

<sup>2</sup> M.Sc. and <sup>3</sup> Ph.D. Department of Agricultural Extension and Education, College of Agricultural Economics and Development, University of Tehran, Karaj, Iran

\*Corresponding author

### **Abstract**

The aim of this study was to investigating of organizational health of Iranian Agricultural Colleges . A healthy organization is one that not only survives in its environment, but continues to grow and prosper over the long term. An organization on any given day may be effective or ineffective, but healthy organizations avoid persistent ineffectiveness. This was a descriptive–analytic study. Questionnaires including statements pertaining to organizational health scale were used . proportional stratified random sampling method was used for achieving to samples among agricultural colleges in Iran. In this case 97 faculty members in national Universities of Tehran, Zanjan and Ardebil were included in statistical sample. The validity of the questionnaire was approved by the judgment of a panel of faculty members of University of Tehran. In order to measure the reliability of the questionnaire, Cronbach Alpha coefficients were calculated. The data were analyzed by SPSS-win<sub>16</sub> software's, with proper statistical methods. The exploratory factor analysis extracted 8 factors pertinent to Organizational Health that explained about 72 percent of the total variance. We entitled these factors according to OH literature and it's idioms. likewise, statistically, there was a significant relationship between some of dimensions of organizational health and faculty members' personal characteristics. Relatively compare of OH levels of Iranian agricultural colleges showed that leadership level has less health.

**Keywords:** Innovation, technology, research projects, etc.