

FLEXIBLE DAININESS MANAGEMENT IN TECHNOLOGICAL ORGANIZATIONS

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ABSTRACT

Flexible daintiness management, referring to the internal systematic approach of the organization's management and management to strive for daintiness performance excellence, and flexible daintiness policy referring to all those measures through which one creates and strengthens confidence and trust in outsiders, especially customers, towards the organization's abilities and products. The daintiness managers are those who inspire followers to transcend their own self-interests, and who are capable of having a profound and extraordinary effect on their followers. This paper describes the corporate-wide approach to flexible daintiness management at organizations.

Naturally, flexible daintiness policy is a part of flexible daintiness management. The flexible daintiness management is a culture-specific management style that is prevalent in technological organizations. The paper reviews the daintiness strategy implementation, strategic control, daintiness metrics, daintiness channels and performance measurement literature to develop a conceptual model and research propositions.

Keywords: flexible daintiness, management, technological organizations

1. Introduction

Broadly, the utilization of various daintiness strategy implementations depends on the evaluation of content based and process based approaches during the formation process of strategic action. These approaches come up with planning and learning schools. Planning daintiness strategy implementation, which is leading the content-based approach, can be identified as the determination of clear-cut behavioral actions in advance that results in successful organizational outcomes in the global marketplace. Whereas, daintiness strategy implementation suggests the utilization of trial and error method for capturing the highly valued advantages that emerge along with the strategies implemented. Others argue that efficient management styles depend in part on the cultural context in which it operates.

The flexible daintiness management refers to hierarchical relationships in which the role of the leader is to provide care, protection, and guidance in work areas of employees' lives and the role of the subordinate is to be loyal and deferent towards the leader.

The flexible daintiness management is among the most frequently investigated constructs in technological organizations, and argued to be the ideal management style by many scholars regardless of the cultural or situational contingencies. Via idealized influence, individualized consideration, intellectual stimulation, and inspirational motivation. Recent research into daintiness strategy implementation is damning in its findings. The reality is that traditional daintiness implementation approaches have failed (Feghhi Farahmand, 2002, pp 231-289; Collins & et al, 1997, pp 669-689). The daintiness implementation is a critical link between formulation of daintiness strategies and the achievement of superior organizational performance. This paper focuses on the daintiness strategy implementation strategies implemented in organizations. It argued that globalization has resulted in rapid diffusion of high performance practices transforming daintiness strategy implementation especially those organizations functioning in the international arena. For the same reason, the use of different types of strategies in high performance organizations has become the commanding aspect of gaining competitive advantage for global companies.

2. Flexible daintiness policy

The flexible daintiness policy, state comprising the intention to accept vulnerability based upon positive expectations of the intentions or behavior of another. Organizational engineering selected special support to raise the standard of teaching and research. To begin with, a significant number of academic institutions, specially the universities, as also engineering and medical institutions, would select this support to make an impact. Flexible mechanisms for induction of new faculty in key areas of organizational technology management would develop. Constancy of support and attention ensured over at least a ten-year period.

The factors those are required for building flexible daintiness with supervisor, which are competence, communication, consistency, credibility and integrity. The literature provides substantial empirical evidence regarding the positive relationship between trust in leader and flexible daintiness management. Strategic daintiness science and daintiness policies development is gaining increasing importance, both because of the realization of the central role of science and technology, which requires long-term investment, in economic and social development, and the need to manage scarce resources for optimal results over the long time span. (Dobni & et al, 2001, pp. 400–408; Feghhi Farahmand, 2003, pp 111- 160; Kumar and Subramanian, 1997/1998, pp. 107–124; Larson and Lusch, 1992, pp. 1–28; Fiegner, 1994, pp. 25–34).

The flexible daintiness policy foresight is a process, which assesses the potential of daintiness policies from the technical standpoint, and from their broad social, economic and environmental implications (Feghhi Farahmand, 2004, pp 20-40; Miles and Snow, 1978; Noble and Mokwa, 1999, pp. 57–73; Paswan, 2003, pp. 19–41). It has been used as a tool for strategic management and planning and is gaining widespread acceptance.

A major initiative to modernize the infrastructure for organizational technology management and engineering in academic institutions will be undertaken.

Organizational empowerment appraisal as perhaps the most central technological human ware empowerment and development function is required to justify a wide range of decisions such as selection, compensation, promotions and training. Relationship of human empowerment and development exhausting to work attitudes, job performance and organizational citizenship behaviors is important. Similarly, daintiness managers are parental figures who protect their followers, maximize the group's benefit by creating a family atmosphere in workplace, and establishing individualized relationships with their subordinates and involving in work domains. These behaviors of transformational and paternalistic leaders are likely to be consistent with daintiness managers behaviors described to build trust among followers; which are appreciating and protecting rights of followers and behaving in a way that others would benefit.

The problems of daintiness participation often been dealt with in the rich body of literature under the name public understanding of daintiness science. To promote board involvement in flexible daintiness management strategy, many have suggested management, needs to provide its directors with appropriate information and should develop appropriate educational and orientation programs to build and maintain their directors' skills and knowledge. As stated above, daintiness managers are willing to sacrifice their self-interests for the sake of the group, recognize and reward their subordinates' performance in a just manner and try to enhance their followers' performance as well as intellectual capacity.

3. Flexible daintiness management understanding

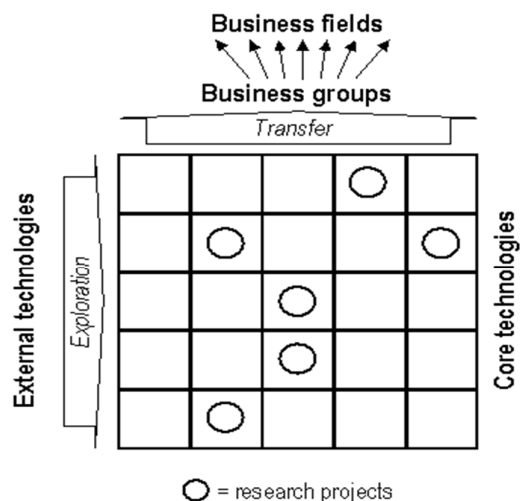
Organizational management is advancing at a very fast pace, and obsolescence of physical infrastructure, as of skills and competence, take place rapidly. Steps will taken to network the existing infrastructure, investments and intellectual strengths, wherever they exist, to achieve flexible and optimal utilization, and constantly upgrade them to meet changing needs. In regards to director development issues, two board programs examined that aim to supporting director development of flexible daintiness management orientation and education programs. By examining these issues, aim is contribute to the literature on governance by providing much needed empirical evidence on board functioning, particularly on information-related issues.

The flexible daintiness defined as increased intrinsic task motivation manifested in four cognitions: meaning, competence, self- determination, and impact.

The critical step in the empowerment process is to create a work environment within a broader technological organizations context that provides opportunity to exercise one's full range of authority and power and daintiness managers is one of the most significant contributors for creation of such an environment. One of the key issues from the perspective of employees to feel empowered is to trust in their supervisors' intentions and competency as well as the accuracy of information they gather.

Furthermore, with most surveys reporting that directors still do not have appropriate information and knowledge to help them fulfill their emerging roles and responsibilities, aim is to provide guidance to organizations as they evaluate the informational and flexible daintiness management needs of their directors. When examining these board processes, hypothesize is that because they reduce information asymmetry, more efficient information management and director development flexible daintiness management programs would improve the board's involvement in strategy. The flexible daintiness management understanding can test through a survey of organization as Figure 1.

Figure 1: the flexible daintiness management understanding



The relationship between human ware resources system, human empowerment, organizational workers, human ware empowerment and development could be associated with strengthening of organization by technological human ware empowerment. As defense mechanisms enable strengthening of organization by human ware empowerment to inhibit feelings of discontent, a tension between human ware empowerment and organizational workers occurs. The focus is on flexible daintiness management specific processes meant to reduce information asymmetry, information management and director development. When examining information management issues, focus is on two information characteristics the type of information and the access directors have to numerous sources of information.

The main argument here remains that human ware empowerment and organizational workers purpose is to acquire perfection under the circumstances the individual faces, postulates those occasions, which is in direct opposition. Capturing achievements and perfection strengthens human ware empowerment and organizational workers and at the same time, human ware empowerment cracks may come into existence because of the weakening role of human ware empowerment and development.

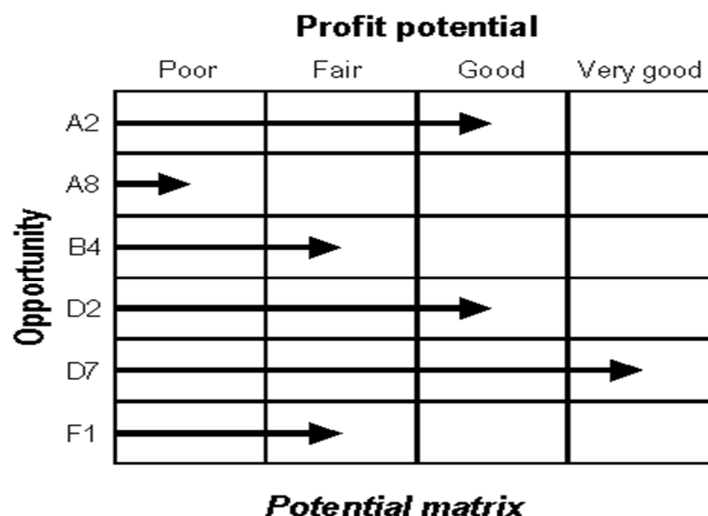
The meaning of human ware empowerment and development and founding of a new organization closely related to each other. As a result, the relation between human ware empowerment and organizational workers and the environment becomes the fundamental issue of entrepreneurship through displaying characteristics of the need for achievement, which may be associated with the harmony among these constructs.

Findings generally confirmed that efforts towards improving information management systems and board development programs resulted in increased strategy involvement.

Rapid daintiness advances have rampaged the way organizations respond to their changing circumstances. Consequently, organizational flexible daintiness management practices, which enable high performance in light of these sophisticated daintiness, are becoming an essential part of an increasingly competitive global landscape. Open source information systems that encourage organizational growth, learning and innovation of flexible daintiness management, along with human resource practices that model employee selection, managerial promotion mechanisms and performance evaluation processes pioneer the transformation of traditional processes into high performance practices. Organizational flexible daintiness, which refers to the perception of belongingness with technological organizations, is another intrinsic motivational state. When

employees identify with the organization they work for, organizational membership constitutes a significant part of their self-concept by flexible daintiness management. It refers to an ample field of daintiness logical research on the daintiness understandings of science and technology. In the first case, there is a question of a relation between daintiness, daintiness persons and science, whereas the latter two cases refer to the research or activities that focused on that daintiness science relation. The features of these models of flexible daintiness management summarized as Figure 2.

Figure 2: Models of flexible daintiness management understanding



Furthermore, team based organizational structures of flexible daintiness management bring expert knowledge from diverse fields together and the maximization of employee creativity results in new technologies and economic growth which are associated with some of the prominent characteristics of high performance flexible daintiness management for organizations. The concept of flexible daintiness management is broad and heterogeneous and needs some specification. In the meaning of ordinary language, the flexible daintiness management to the daintiness person beliefs, that values or attitudes on science and daintiness technology. The daintiness model shares with the marketing model the assumption of daintiness person's ignorance and thus belongs to the category of deficit models. In the daintiness model, however, the mission of flexible daintiness management activities is economically instrumental. The starting point in the marketing model is the assumption of the daintiness person's ignorance on the matters of daintiness science and daintiness technology.

Since the daintiness, ignorance generally interpreted as a lack or deficit of relevant information, central mission of flexible daintiness management activities under the enlightenment model is to raise the educational level of the daintiness. This may also coupled with other marketing values such as providing daintiness person's tools for cultural daintiness understanding or tools for acting as full members of the modern scientific-technological society. They took as means for creating favorable conditions for daintiness scientific development, and for increasing national prosperity. There are two assumptions underlying the daintiness person's acceptance of flexible daintiness management thought to be an important lubricator for modern daintiness, and promoted by raising the overall level of daintiness awareness of flexible daintiness management.

The daintiness persons with better knowledge of flexible daintiness management thought to be a valuable resource in the modern labor markets. Since the daintiness informing attempts to improve acceptance of flexible daintiness management, research under the daintiness model mainly focused on strategies for

flexible daintiness science communication. In general terms, both the daintiness and the flexible daintiness management community are interpreted as resources for the creation of competitive advantage under the daintiness model. The flexible daintiness management model based on a questioning of both the assumption of flexible daintiness ignorance and the main strivings expressed in the marketing and daintiness models. Instead of taking daintiness persons ignorance as granted, the flexible daintiness management model is interested in studying the various construction processes and functions of scientific and daintiness technological knowledge in daintiness person's understandings as well as in the flexible daintiness management community.

4. Flexible daintiness management approach

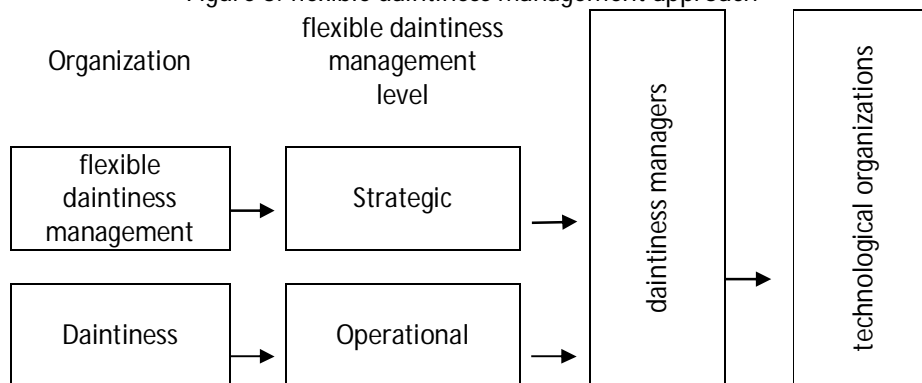
High performance flexible daintiness management contemplates on various types of strategies to capture highly valued competitive advantages in the global marketplace. From a behavioral perspective, organizations flexible daintiness management formulates and uses strategies over a wide range of alternatives, which appear between pure deliberate and pure emerging ones.

The flexible daintiness management enhances employees' identification with the organization through their positive effects on trust. Furthermore, employees who identify themselves with their organizations largely are more likely to engage in technological organizations than those who identify themselves to a little extent. The aim of flexible daintiness management approach at organizations is to strive for the organization's strategic and operational goals. Flexible daintiness management based on a special expertise is enhancing flexible daintiness productivity of daintiness management and management. In this vein, planned, entrepreneurial, ideological, umbrella, process, unconnected, consensus and imposed strategies can utilized by different types of firms that strive for flexible strategic choices related to their environmental conditions. Additionally, content and process of flexible daintiness management-based strategies constitutively generate those strategic actions leading to successful outcomes. In fact, the pioneering element of high performance of flexible daintiness management comes from the degree of compatibility between the two.

Therefore, flexible daintiness suggested mediating the relationship of flexible daintiness management and technological organizations with flexible daintiness management. In line with the previous findings, flexible daintiness management and technological organizations suggested to be associated with daintiness managers through their effects on flexible daintiness.

Thus, genuine realization of the flexible daintiness management practices takes place in real daintiness activities both in the organization's daintiness strategic management as well as in the operational realization of the organization's daintiness services and daintiness targets. In this approach, all relevant interested daintiness persons are also associated in accordance with their appropriate roles. In order to realize flexible daintiness management objectives in all parts of the organization and at all levels of daintiness and daintiness management, an organization-wide management structure, a management infrastructure framework defined. The framework model as Figure 3 originally created at organizations:

Figure 3: flexible daintiness management approach



The goal of flexible daintiness management as flexible daintiness excellence, reach through innovative daintiness management and daintiness management practices (Fegghi farahmand, 2005, pp13-99). More specifically, the relationship between flexible daintiness management strategy and strategy making exhibits that the process content dichotomy is an artifact of convenience and that the two are integral components of any organizational environment adaptation process, that is, of strategic management. The daintiness strategies tend to have less product innovation than market strategist who aims to compete through innovative product or service features. The third of the generic strategies is the flexible daintiness management strategy.

This strategy combines elements of the marketing and daintiness strategy. According to marketing strategy achieves competitive advantage through being the first into new markets with new products. It is innovative and adapts to new technology well.

In contrast, the daintiness achieves competitive advantage strategy by being more efficient. This means it does not have to be first into new markets with new products.

As a result, the marketing and daintiness strategy types have very contrasting human resource, organizational structure and most importantly for this paper, performance control guidelines The analyzer may be aggressive in some markets and defensive in others. It could see as an opportunistic strategy. This is because it attempts to seize the best opportunities. It does this even if this results in internal tensions or inconsistencies.

A substantial body of evidence has focused on the impact of incentive compensation and performance management systems on group performance. For organizational technology management, an intangible asset should recognize as an asset apart from goodwill if it arises from contractual or other legal rights. Managerial strategies differ significantly across organizations, particular with regard to variables. An organizational management asset may also recognized only if it is separable, that it is capable of being sold, transferred, licensed, rented or exchanged.

It is essential to meet the need of imparting organizational technology management knowledge to generate management information that, in turn serve to support both process management and management of organizations such as the requirements arising in the specific historical context in which these organizations are embedded. The concept of flexible daintiness management as important factor discussed above for strategic purposes is very different from the accepted definitions applied by those involved in carrying out technical valuations for organizational management reporting. Classifies organizational management into workers related, marketing related, technology based and empower technological human ware. Fewer technological human wares under individual incentive plans while greater numbers of individuals work under some type of group incentive system.

5. Flexible daintiness management development

The organizational flexible daintiness management is an important factor in entrepreneurship and enterprise development in general and flexible daintiness management in particular, which enhances its importance and commitment of the profession to society. It promotes a program that encourages entrepreneurial generation of ideas for creating new businesses, achievable in terms of their own technological development goals in order to contribute to solving social, economic, political, cultural. Entrepreneurship and develop creative skills in flexible daintiness management from the first cycle of training through contact with employers and advisory services to small businesses.

Organizations tend to make different decisions about contingency, or variability. In general, organizations implement incentive compensation systems that provide rewards to employees for meeting specific goals. The flexible daintiness management as important technological organizations factor is highly sought. It started as an intern before finishing his career, allowing you to enter and have extensive experience in the technological field and then organizational management have large amounts of development within them. Organizational technology management techniques and procedures applied in the identification, analysis, planning and cost control as a management tool and address. Also, can function independently, providing their technological flexible daintiness management.

It is perfectly able to form and run business, virtually no human activity that is dispensable resource use, which must managed and exploited in ways morally responsible for a technological in public accounting. The challenges that will face the technological in organizational technology management of the new millennium are large, uncertain and vague. The flexible daintiness management is one of the most valuable resources and organizations have to remain competitive. Modern organizations might achieve this by using organic flexible daintiness empowerment and development that promote the development of a human capital pool possessing a broad range of skills and that are able to engage in a wide variety of behavior. The flexible daintiness management empowerment and development can manage through conscious practices. This definition comes from an inter actionist approach, where, the flexible daintiness management empowerment are expressed in and partially determined by, the social environment.

The technological human ware empowerment consists of frequency of interactions, attentiveness, variety of flexible daintiness management empowerment required and dissonance. The flexible daintiness management empowerment discussed as a state where, in the emotions expressed discrepant from the human development felt. Job dissatisfaction and emotional exhaustion proposed as outcomes of dissonance. This definition of emotional labor includes the organizational expectations for flexible daintiness management in their inter actions with customers. According to technological human ware development, regulation proposed the individual can regulate emotions at two points.

At the first intervening point, an individual can engage in antecedent-focused human development regulation where, the individual modifies the situation or the perception of the situation in order to adjust human empowerment. The flexible daintiness management development can test through a survey of organization as Figure 4.

Figure 4: The flexible daintiness management development
flexible daintiness management

		Dominant	Viable	Weak
Business competitiveness	Dominant	<i>Innovation strategies</i>	<i>Fast-follower strategies</i>	<i>Acquire / build capabilities</i>
	Viable	<i>Build strategic alliances; new business strategies; performance improvements</i>	<i>Restructure / redefine or niche segmentation</i>	<i>New technology strategies; redesign of technology processes; rationalisation</i>
	Weak	<i>Break-out strategies (new technology ventures)</i>	<i>Performance improvement strategies; downsizing; improve competitiveness</i>	<i>Exit strategies; endgame strategies</i>

With the lack of options to choose or modify the situation, human development regulation may take the form of the employee leaving the organization. Contact with the client based on a thorough understanding of organizational management and flexible daintiness information, enables it to provide complete solutions and expanded in a portfolio of technological services.

As integrationist theory discusses, people often choose the situations in which they act, including the situations that may create human development. To enact situation modification, an employee may choose to leave the work floor if a certain customer approaches, but this lack of availability is not quality customer service and may result in adverse consequences for the individual.

6. Methodology

Participators in the daintiness policy-making have become an important trend in many organizations and the need to the policy-making process identified as a daintiness priority. Modern daintiness has often been the topic of the first participatory experiments with scientists and daintiness person.

The flexible daintiness management may choose their jobs, but for service employees there may be little opportunity for situation selection beyond that as a method to regulate development. Another topic related to flexible daintiness management that has recently gained importance is instrumentality. Instrumentality belief refers to the belief that flexible daintiness management are, in general, worthwhile and valued by others and they will be associated with desired tangible or intangible outcomes. Study of the future daintiness likely to be important for daintiness organizations has recently been undertaken.

High performance organizations can characterize by their unique institutional peculiarities. The flexible daintiness management empowerment, along with a democratic management style plays a central role in the sustainability of high performing practices. Some of the crucial attributes of these organizations include well-balanced performance results; interesting goals are clearly defined, committed and focused management, employees who are devoted to production and continuous learning, resources based on capabilities paving the way for competitive advantage and open communication-information management of flexible daintiness management. Although it is a generally hold idea that the possibilities for daintiness participation should be increased, it is not an easy task. They are asking whether participatory decision-making really is a necessity, a realistic option or even a desirable trend. From this standpoint, top management teams ability to formulate flexible daintiness management strategies and recognize novel work processes bring forth simple and flexible organizational structures.

7. Result

From an environmental perspective, the distinction between deliberate and emerging flexible daintiness management strategies comes alive through the external interferences. Specifically, in the time of environmental pressures dictating patterns of organizational flexible daintiness management action, pure emerging strategies derived from process perspective of strategy formulation implemented. The daintiness system is composed of the interrelated operational daintiness processes. Very often in organizations, there are different daintiness areas that may be at different development stages. All these need different strategic flexible daintiness management approaches but they may operate within one corporate culture. There was significant relationship between instrumentality beliefs and daintiness manager's style that clarifies the goals and objectives. Both transformational leaders and daintiness managers are likely to encourage flexible daintiness management among employees by clearly defining contingent rewards and communicate information regarding which employee behaviors desired by them and by the members of work group. Therefore, both flexible daintiness management and technological organizations suggested enhancing employee through their effects on instrumentality related to the daintiness managers and instrumentality related to work group. On the contrary, the absence of environmental disturbances gives way to intended and realized strategic actions that are associated with pure deliberate strategies founded on content perspective of strategy formulation.

This study certainly has managerial implications and provides guidance to flexible daintiness management organizations currently examining the functioning of their boards. Determining an appropriate information strategy that satisfies and balances the interests and needs of both management and directors is a challenging task. While directors may require more information, CEOs often fear that too much information can lead to undue interference. Furthermore, merely providing more information is not the solution.

The flexible daintiness management overload reported as a genuine problem that can divert directors' attention from important issues. Moreover, it is not the board's responsibility to micro-manage the company, and making unreasonable requests for information can be time-consuming and create tensions with flexible daintiness management. Hope, these results will encourage dialogue between flexible daintiness management and directors to examine and evaluate their current flexible daintiness management strategy. They need to examine whether the flexible daintiness management they are providing is preventing directors to truly engage in strategy decisions. Furthermore, organizations prepared to provide flexible daintiness management to their directors must also evaluate whether they have the ability to assimilate and comprehend this information. Therefore, any flexible daintiness management plan to provide directors with more information must complement with appropriate educational programs. Although this study enhances our knowledge of the challenges and consequences associated with decisions regarding information management and board development programs, the results obtained must interpreted in the context of its limitations. The study relies heavily on perceptual measures.

Case studies would allow for a more thorough examination of board information and would make it possible to further our understanding of these issues. Based on the above premises, the implementation of content and process based strategies in high performance organizations can considered to have a strong relation with the characteristics of firms' task environment and the broader institutional field. This model covers all marketing and daintiness organization functions in a natural and flexible manner and covers the levels of the organization.

In the flexible daintiness management level, where the general marketing and daintiness principles the common insight, goals, shared tools, and practices concerning daintiness are created, including how these principles are to be applied in practice on the basis of the organization's daintiness requirements. However, getting access to the strategic and confidential information boards receive is flexible daintiness management challenging; given the complex and sensitive nature of these issues, qualitative analyses can be particularly appropriate.

8. Conclusions

The goal of the present study was to develop a process model explaining the impact of daintiness managers on flexible daintiness management through motivational mechanisms. It was proposed that flexible daintiness management and technological organizations would be positively related to daintiness managers through intrinsic and extrinsic motivational processes as well as trust in management. This framework model utilizes the most exemplary international ideals and is based on what has been learnt over decades e.g. with daintiness partners. The flexible daintiness management empowerment, along with a democratic management style plays a central role in the sustainability of high performing practices. Some of the crucial attributes of these organizations include well-balanced performance results; interesting goals are clearly defined, committed and focused management, employees who are devoted to production and continuous learning, resources based on capabilities paving the way for competitive advantage and open communication-information management of flexible daintiness management.

In order to conceive how organization can make better use of high performance practices, top management teams should start by examining the institutional characteristics of the environment intact with the major sources of behavioral patterns. The realization of organizational goals that are designed flexible daintiness management in advance and emergence of organizational goals that unintentionally occur on its own accord may both dominate strategy formation during the distinctive phases embedded in an industry. This study demonstrated that efforts to reduce information asymmetry through better flexible daintiness management and directors' development programs can translate into greater involvement in flexible daintiness management strategy. The results from the analyses provided support for most hypotheses and valuable insights into these issues. The results about board flexible daintiness management activities suggest that investing in director development does affect board flexible daintiness management strategy.

Although the actual quality of director development programs has questioned, study findings have shown that education programs can have a positive impact on flexible daintiness management strategy. These results probably reflect our strict characterization of educational programs: The construct used to characterize those programs includes best practices items such as the formal evaluation of director skills and the widespread participation of directors.

However, results regarding orientation programs were not significant. More information about the quality and depth of flexible daintiness management programs may clearly be necessary to assess whether they can really contribute to superior board performance. The results about flexible daintiness management generally indicate that efforts to provide directors with more information can have a positive effect on board flexible daintiness management strategy.

They demonstrate that flexible daintiness management has the potential to counter passive boards by further engaging directors in flexible daintiness management strategy.

Increase types of information did not seem to enhance flexible daintiness management strategy. The non-significant results found about the external information construct were somewhat surprising. Information about the industry such as its trends, its regulatory and technological environment and key competitors, constitutes strategic information on which typically built strategic plans.

These results may suggest that this type of information more aligned with flexible daintiness management formulation and considered to management's domain. The flexible daintiness management may consider too general and too disconnected for directors to find useful. The performance flexible daintiness management construct is mostly comprised of historical data, some of which subject to external auditing: Reports on financial performance, reports on operating performance, and information about the company's competitive positioning.

Study findings have globally shown the significant impact the type of information has on board behavior and how management, through their information strategy, can shape their boards.

This study's findings contribute to the literature on governance by providing relevant empirical evidence based on primary data on this complex topic. Few studies have examined the actual impact of these information decisions on board behaviors.

Another important contribution of this study is its detailed characterization of board information, drawing on insights derived from strategic process research. Thus, appropriate strategy determination bringing about successful operation of daintiness in high performance organizations directly influenced by the contextual factors, which cause deliberate and emerging flexible daintiness management strategies to come into existence.

Flexible implementing organization dedicated daintiness integrated flexible daintiness management does not call for any extra measures or investments. Experiences have proved that it is always worthwhile to improve the existing daintiness management based on a systematic methodology. For flexible daintiness management the organization must be always ready but never finished. In the literature, flexible daintiness management has been shown to relate to positive organizational and employee outcomes. The flexible daintiness management on the other hand, criticized in the technological organizations for hampering employee autonomy, empowerment and development. However, study conducted in the cultural contexts characterized by high collectivism and high power distance suggests that flexible daintiness management may be an flexible daintiness managers.

The findings revealed that flexible daintiness management was associated with daintiness managers through impression management motives, whereas flexible daintiness management was associated with daintiness managers via instrumentality related to work group. These results partly illustrate the potential limits and consequences that denounced by several authors. Greater involvement in flexible daintiness management strategy requires information that allows for better insight into the organizations' competitive position in the future. These results certainly validate requirements from some regulators to disclose how issues regarding directorial access to management and independent advisors addressed. A secondary aim of the study, therefore, was to examine the ways in which flexible daintiness management operate in relation to a key work outcome. The proposed process model developed based on the assumption that flexible daintiness management was manifestation of management. While our findings suggest that flexible daintiness management behaviors relate to similar outcomes, they probably do so for different reasons. Results about flexible daintiness management greater access to a wider variety of informational sources indicate that efforts to establish communication channels with managers, employees or consultants can be beneficial.

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