

## **THE RELATIONSHIP BETWEEN FINANCIAL MANAGEMENT AND ORGANIZATIONAL BEHAVIOR OF GOVERNMENT AGENCIES**

### **INTRODUCTION BY THE RESEARCHERS**

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### **ABSTRACT**

Financial management and organizational behavior, with the help of different types of organizations, focus on human factors and behaviors to achieve their goals and their survival, growth, development, and adaptation to changes in the surrounding environment. Research and experimentation have proven in developed societies that human resources and behavioral patterns in the work environment are keys to creative tools, tool development, and improvement, and tools for active competition, which requires everyone to be managers, scholars and researchers. To the growing interest in studying human behavior and its relationship with science and other aspects, special attention has been paid to the study of organizational behavior, and the perspective of the organization has been translated into individuals and their relationship to the social and regulatory environment within and outside the group. Service and productivity agencies, as well as executive leadership and conflict organization culture and work, are designed to improve the quality of the organization while also addressing the organizations represented in the internal environment and their role in performance Organization.

**KEYWORDS:** Management, Tools, Development & Environment

### **INTRODUCTION**

#### **The Importance of Studying**

Any work at any institution and site needs to be managed and properly planned and organized to achieve the desired goals, and organizational behavior and financial management are each complementary and inseparable and do not wish to run public or financial management. All employees are not organized in any organization. In all, whether it is a government agency or a private institution, all agencies need to be effectively managed according to the systems and regulations used to verify the contempt of the institution.

#### **Problem Study**

Through a survey conducted by researchers in the study of behavioral research, he concluded that they had no study of the relationship between organizational behavior and financial management in government institutions.

#### **Purpose to Study**

The study aims to determine the relationship between organizational behavior and financial management in government institutions.

### Study Questions

- What is the level of the relationship between organizational behavior and financial management in government institutions?
- Is there a relationship between organizational behavior and financial management in government institutions?

### Method and Plan Search

The study was based on the descriptive analytical method by reviewing books and periodicals related to the study, it has included the following key points:

### Scientific Reference

- Previous studies.

### Financial Management Fields

- Theoretical framework and Previous studies

### Theoretical Framework

Concepts of organizational behavior the evolution of the study of human behavior in organizations has gone through many stages. Since the beginning of mankind, people have sought to explain behavior, and religions have emerged to explain human behavior and regulate their relationship. With the development of human sciences such as psychology and sociology, the new science began to emerge - the science of organizational behavior. Knowledge of organizational behavior provides the knowledge and skills that each need, especially each manager who wants to achieve his goals through others. (Ahmed Maher: 2003)

Organizational behavior is a study of the behavior and performance of the staff of the organization or government, taking into account that the organization's environment has a significant impact on all types of behavior, both verbal and emotional behavior and social relationships among staff members and employees and general people who are hesitant about the organization, It is public and private. The concept of organizational behavior deviates from the interaction of human factors with other elements of a governmental organization, including the techniques used in the organization, the organizational structure, the regulatory environment, and the social environment outside the organization. (Salah Abdel Baqi: 2003)

Objectives of the study of organizational behavior: in general, organizational behavior is concerned with the development of the skills of individuals, but what are the most specific objectives exactly what it seeks to achieve? Highly effective organizations encourage their managers to study the principles of organizational behavior, because knowledge is the basis for the interpretation and analysis of behavior, as well as the basis of prediction, and is also the basis for the control, direction, and control of this behavior. and managers with good experience, culture and scientific knowledge that enable them to design systems, rules, policies, workshops and scientific seminars that affect the behavior of workers, where they rely on scientific knowledge of how to interpret the behavior of others and predict and control and improvement to suit the work. he believes that the objective of the study of organizational behavior is to improve the general behavior of the employee and improve the performance rate, productivity, administrative efficiency and job satisfaction of the employees, in order to achieve the common goals desired by the employee as an individual and the

organization in which he works - whether this organization is government or private or private, Such as companies, institutions and other bodies to achieve the goals of society as a whole. (Mahmoud Salman Al-Amayyan:2004)

**Organizational Behavior and its Relation to Other Behavioral Sciences** It is important to identify social sciences related to human behavior because they have a very important role in the development of organizational norms. the science of organizational behavior has benefited from these sciences during its evolution. the following is a brief idea of these social sciences related to organizational behavior. Many sciences, such as general psychology, industrial psychology, administrative psychology, social psychology, educational psychology, sociology, anthropology, etc. What interests us here is administrative psychology and specializes in studying the relationship between management and staff, and the behavioral problems facing management in dealing with workers and ways to overcome them in commercial organizations. (Salah Abdel Baqi: 2003)

**Administrative Leadership** is a social phenomenon related to the common existence of two or more people, it is just like management in as a social necessity to regulate the relations of members of a single society with the same goal and common among members of that society. Islam is keen on the regime of the group and always urges to determine the leadership of the group through the agreement of the same group to a particular person characterized by good leadership and guidance for them and their affairs. (Abu Hussein, Ahmed Ibrahim Ltd. P. 18)

**Management Leadership Concept** the views of the writers and researchers differed in their definition of the concept of administrative leadership according to their starting points theory, since there is no single definition agreed by these specialists, may be due to the difficulty of distinguishing between what leadership behavior should have and the factors contributing to the emergence of leaders of certain types depending on the circumstances and spatial and temporal variables.( Jumaili, Mukhlis Shi'a Ali: 2008)

The function of financial management is a set of activities carried out by the administrative unit in order to obtain the funds and optimize the use of these funds in order to achieve the desired objectives, the decision-making process on obtaining the funds optimally. Or increase the wealth of shareholders to the maximum and thus contribute to the achievement of the ultimate goal of the company is survival, growth and continuity financial management as an administrative unit: a group of persons who carry out activities and procedures related to obtaining material and moral gains, making money and using these tangible and moral gains and funds to achieve the desired objectives.

## **BRANCHES OF FINANCIAL MANAGEMENT**

- **Public financial management:** It is a financial administration that deals with public funds of the state and includes state revenues, state expenditure, public budget, control of public funds, analysis of the economic and financial situation of the state
- **Financial management in the private sector** it is the department that deals with financial activities in individual projects or companies, including financial planning, financial organization, financial control, capital management.
- **Private Finance** this is the administration that relates to the income of the individual and how to spend it to achieve the greatest satisfaction possible, and how to invest this money and also address other topics such as retirement and social security and health insurance and other matters of the individual. (Mufleh Aql :2008)

### Previous and Related Studies

Jibril study 2011 the study examined the effect of behavioral factors on the performance of workers in the management of educational services. knowledge of the problems faced by the staff of educational services departments at the local secondary level and their impact on their performance. and found that the study has a positive relationship between mental ability and the performance of the worker, and that there is a relationship between internal factors sound and strong performance of workers, and that there is a relationship to behavioral factors in the performance of employees in the departments of educational service, a case study: the positive relationship between the stage and good human relations. employee performance, and that there is a relationship of statistical significance between good example and worker performance. the study recommended the need to pay attention to individuals who enjoy With great mental abilities, and provide all the conditions for them for creativity and intellectual development, and thus Impact on the efficiency of performance, and recommended the study to pay attention to the internal factors of the individual relations and provide a suitable atmosphere among those engaged in educational services Optimism and teamwork to ensure the goals of the institution, the individual and society.

Al-Kawari study 2010The study aims at identifying the role of successful leadership in developing the institutional performance of the diplomatic bodies, as well as the relationship between the organizational and administrative commitment and the nature of the work of the diplomatic bodies and benefiting from them in reaching a set of proposals for activating the diplomatic work. the study also showed that each country has an organizational culture that distinguishes it from other countries. a State may adopt its style or style to its needs provided that such adjustment is consistent with its established policies. finally, the study showed that leaders of diplomatic bodies adopt a strategy to develop and improve performance. There is a special budget for the qualification and training of diplomatic leaders in human resources, in addition to urging them to take English courses and courses in the diplomatic field. adopting a successful leadership style to activate diplomatic work and develop it to comply with the declared global diplomatic requirements. the study recommended that the diplomat be quick, orderly and fast to attend in general and economically in particular, because it is the new dictionary of diplomacy.

Ibtisam study 2009 the study aimed to find out how the success of the leadership in motivating workers and increasing production in sudatel, and the detection of negatives for future avoidance in the leadership method of leadership and try to apply the scientific methods in the administrative leadership in the organization. the study found that the Sudanese Telecommunications Company to be the ideal model in the success of the administrative leadership, Scientific and Islamic leadership. the company has adopted a participatory approach in many of its decisions between management and employees. the company's interest in employee training has helped to improve the efficiency of employees and leaders. the company has an excellent job structure which has helped to lead the company in an excellent way to help success. In addition, the study found some potential avoidable in the future: lack of sense of stability for employees and the possibility of continuity of their service, lack of transparency and clarity in terms of satisfaction of staff, lack of participation of staff in decisionmaking.

Boon & Arumugam Study2006Impact of corporate culture on organizational affiliation the study aimed at identifying the impact of four dimensions of organizational culture (teamwork, communication, reward, effort recognition, training, and development) on the affiliation of organizational staff in the six largest Malaysian organizations in the area of semiconductor packaging. These organizations were selected based on the random stratified sample, for the two

semiconductor manufacturers in Malaysia, for two main reasons. Firstly, these organizations are the largest of the Sabak organizations in Malaysia. They achieve the highest sales revenues in the country. Second: the development and consolidation of organizational culture in these companies. Organizational culture from workers at the executive level. It also chose the dimensions of the organizational culture that are likely to have an impact on the behavior and attitudes of workers. These dimensions were identified and relied upon in previous studies applied in the Malaysian work environment. The quantitative approach to measuring the dimensions of culture was also based on the analysis of gradient regression to test the hypotheses of the study, and the study found a positive correlation between the positive perception of the workers of the dimensions of organizational culture combined and organizational affiliation.

Salafah Study 2005 the study examined the impact of human relations on the organizational behaviour of employees and the satisfaction of Sudanese government and business organizations to determine the interest of Sudanese business organizations in relationships and their impact on employee behavior, satisfaction, and performance. The study found that there is a lack of attention to the needs of workers. The study found that some jobs are often of a nature Stereotyped and harsh, leading to boredom. Thus, the employee has no opportunity to innovate or become a core. Which does not inspire innovation. The study recommended that attention be paid to the human relations between colleagues in work and the job, based on a foundation of cooperation, harmony, and understanding, which leads to the development of rapid performance and generates direct energy between supervision and production.

Lee & Yu Study 2004 Organizational culture and organizational performance this study aims to further study the impact of organizational culture on organizational performance and to respond to the following questions. Can the procedural concept of culture be institutionalized in the form of recurrent and simultaneous dimensions? Does the power of culture affect organizational performance? The study was used as a quantitative input to assess the organizational culture. The study was also applied to a mixed group of organizations working in the fields of insurance, health and advanced industries in Singapore. the most important conclusion of the study is that the strength of the organizational culture has an effective impact on organizational processes and organizational performance in the general government organizations, and found that the organizational culture can be an important source for achieving the competitive advantage of the organization in the general government organizations and to be adding value through Increase the level of motivation for workers and employees and raise their membership rates, and the power of culture contributes to reducing bureaucratic costs in public organizations through coordination and social control.

Zaki of Study 2000 Organizational developmental behavior in the various public and private institutions of the state. It aims to know the role of this behavior in achieving the general objectives of the state planned through the programs for the development and renaissance of the state. The study concluded that organizational behavior is a human effort directed at a program prepared in advance to various governmental organizations and institutions by programs, visions, plans, policies and political leadership objectives in the country. or create them to achieve the general objectives that benefit them and the development and the overall maturity in all sectors and institutions. Development and development are directed at organizational behavior across different organizations towards achieving economic, social, cultural and political goals.

### Summary of Previous Studies

Most of the previous studies have been conducted in Arab and foreign environments, none of which has been discussed the field of organizational behavior in the business environment and most of the previous studies have focused on study organizational behavior from the point of view Senior management has focused most of the previous studies on to study organizational behavior in a fragmented manner by studying the determinants of organizational behavior as separate variables as some previous studies have done the study dealt with different dimensions, as far as the student is concerned, in studies Previous Internal environment is not specified of the organization as a variable of the relationship between behavior Organizational and performance.

### CONCLUSIONS AND SUGGESTIONS

The previous studies dealt with many topics related to the relationship between organizational behavior and many fields, but did not address any study of the relationship of organizational behavior in financial management, despite the importance of this strong and positive relationship and through all the above in the scientific references and scientific research and the important results ended Regarding the importance of organizational commitment and organizational culture to the success of the administrative work in an ideal manner and the guardian of the researcher to carry out strengthening courses and workshops in the development of staff in the administrative organization and the culture of the organization because it works directly to raise the quality of government elk Government administration, public administration, and financial services in all public and private institutions.

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