

THE STUDY OF RELATIONSHIP BETWEEN ORGANIZATIONAL FORGETTING, CHANGES AND CREATIVITY OF EMPLOYEES OF ZAHEDAN UNIVERSITY OF MEDICAL SCIENCES

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Abstract

The aim of this study was to examine the relationship between organizational forgetting and organizational change and innovation of employee in Zahedan University of Medical Sciences. The research population included all employees of the University of Sciences and Technology (750 people), the sample size was 252 people. Sampling was random and was instrumental to the questionnaire. The validity and reliability of the whole questionnaire survey of creative content 0.83, organizational forgetting 0.93 and organizational learning 0.86 respectively. For statistical analysis of data from the index table frequency distribution, mean, standard deviation and Pearson's correlation coefficient test, Student t-test was used to test the research questions using SPSS software version a statistical analysis of 21 performed on the data. Overall, the findings showed that there was a relationship between creativity and organizational change and organizational forgetting there was a relation between organizational change and employee creativity. The results indicate that there is a relationship between the dimensions of organizational change and organizational amnesia and employee creativity. T-test results also showed that there is no difference between organizational change and organizational forgetting, but no significant difference was observed between men and women, male and female employee creativity and men had a higher level of creativity.

Keywords: corporate amnesia, creativity, organizational change, staff, University of Medical Sciences

Introduction:

Today's world, the world is changing. Change process for new thinking or dreaming necessary changes and developments so that the upper reach levels that maintain their state of being alive and adaptability to new conditions if it finds that the organization is able to solve their problems (Khan Mokhtari, 2007). Today, changes in lifestyles and values have become so extensive that

has ever been experienced. In other words, changes in the political environment and new connections created after the Second World War and produced a new definition of the market, and the position of human resources, finance offers a range of technological. Indeed, the explosion of information and communication technology has created a world in which the transaction takes place in a millisecond or news report is found to coincide with the moment of its occurrence. Global changes in social values such as respect to environmental issues, the role of women in society, the role of producing wealth, are all determined by the organization where the working environment. Such a world full of change, has led many organizations to improve their existing managers to take unprecedented measures in other words, due to the confusion of many who were forced to pay managers to evaluate the foundation its organizational structure, technology, people and general location and identity, purpose, or are your main objectives of this review (Beck Drive, 1992). Since the importance of change and its relationship to organizational viability and survival are known, we can say that the success of organizational life depends strongly on the ability of organizations to implement effective change (Gillian, 1964).is inevitable. In view of Robbins (1943) the structure, technology, people and places was including parts that organizations are faced with difficulties. The situation is such that it seems that the organization is too large and complex, so that it is not a formal program ruled (Vazifeh, 142:2002). Another problem in the organization of the administrative structure refers to the existing laws and regulations. Note that in this regard it can be noted that this situation is not due to regulations or in other words is obsolete (ibid: 160). Organizational forgetting something important that is not well understood. Need a specific research program and wide. The researchers (Holan & Filips, 2004) Forget the removal of outdated and inefficient organizational ability is an important part of the dynamics of knowledge in organizations is considered. Another issue in this study is organizational creativity. One of the key sources of sustainable competitive advantage and survival, and employee creativity is the creativity of staff to survive as an organization which helps the employees to be creative in their work, will enable new and useful ideas concerning products, operations, services, or practices of the organization and apply. Become an innovative tool for today's competitive business environment is dynamic and changeable. (Komz, 2004). Among the most prominent scholars who have commented on the relationship between organizational forgetting are by Holan & Filips (2004). They are both good from the perspective of organizational forgetting: The first dimension, being targeted and random process of organizational forgetting suggests that the knowledge was forgotten in the existing organization or new knowledge. According to two dimensions, four types of organizational forgetting (or four ways to forget the corporate knowledge) will be: When an organization fails the knowledge that it has recently entered to remember or knowledge that is stored in the memory system will disappear with time, or part of a student's knowledge before it is fully entrenched in the organization to be removed or part of a student organization established with the specific purpose of memory is removed from institutional amnesia occurs (Holan & Filips, 2004). Lost between these two dimensions, there is a fundamental difference. The first dimension is targeted and non-targeted amnesia. Intentional forgetting can be useful organization of knowledge that will lead to undesirable results, released and is due to the new changes. But forget the random (non-targeted) More relevant to the loss of valuable knowledge that could reduce the competitiveness of the organization and would be detrimental. The second dimension is the difference between new knowledge and existing knowledge (old) makes clear the fact that

in-depth knowledge of the processes associated with dementia in institutional memory have taken place, it will be very different from the processes associated with new knowledge, new knowledge before they It was widely known to be strong, they can be easily put away and throw away (ibid.). Anand and colleagues (2008, as quoted by Azizi, Esmati, Dokht and Moradi) stated that there are environmental conditions, such as turbulence, in which the memory can be replaced to help manage information is a barrier to it. In this case, breaking and renewing parts of organizational memory may be necessary. Some researchers argued that a defect in the removal or inactivation old learning to know one of the major reasons why organizations have started to change with advances environmental Clearly, of the know the difficult. De-learning ability to remove an old logic in order to provide space for a new logic, is an essential part of learning. Other authors have pointed out that decentralization learning disability can be a major organizational weakness and Some even claim that companies that are able to learn relaxation and reset its previous successful programs to adapt to changing environments and conditions are good, and compatibility with in order to survive more likely. Organizational forgetting to remove obsolete and inefficient knowledge is an important part of the dynamics of knowledge and creativity in organizations is considered. Institutional amnesia is associated with the dynamics of knowledge and creativity (Pezeshk, 2010). It is essential for keeping up with the current environment, new applications and standard procedures to be adopted. In this way, according to organizational forgetting can be effective in the success of the program and the Executive Office. Issue of the research, organizational creativity is discussed. Despite a long history of creativity in human life, organizations, most recently the dramatic pace of technological change, global competition and economic uncertainty have discovered that one of the key factors for the survival of the organization, creative employees. So the adoption of new ideas and efficient organization to compete in a dynamic and changing business environment support (Etemadian, 2013). Organizational creativity can be defined as follows: Creativity as a business development and adoption of an idea or behavior that is new to the organization. Reality of organizational creativity to new technology or managerial tasks associated with new products or processes (Simon, 1991, quoted by Mahmoudvand, 2011). Creativity and innovation in organizations to fit the situation, it is of utmost importance. Naturally in various organizations or specific conditions, there will be an emergency. In this context, the importance of creativity and innovation than process innovation activities of various organizations would in normal circumstances. Consequently, organizations need to provide the conditions for the emergence of creativity is a form of continuing this condition is one of the responsibilities of management and organizations. Success today depends on two basic elements of creativity and innovation. Organizations to creativity and innovation as a strategic competitive advantage for the organization brings, look. Organizations without a support system of innovation and creativity in order to produce new products and services fail (Etemadian, 2013). Senker (2008) believes that in the twenty-first century, encode knowledge into tacit knowledge does not help creativity, and creativity implicit components, only through practical experience and personal interaction within or outside the organization and network Social experts who have experience and knowledge can evolve, it is called an action learning by doing. Creativity is the use of mental abilities to create a new concept or idea. Process of creating new ideas and thoughts into action and beneficial applications innovate. In terms of management, the ultimate success and even survival ability of planners to create the innovation and application of new ideas depends. The most important

problem is the need for creativity and innovation. Two approaches to solve the problem of rational and creative problem solving is possible. For the emergence of a creative mind should be provided a precise definition of the problem as well as the use of various solutions apart from conventional solutions, is created (Nejad Irani, Seyed Abbasi, 2010). According to what was said in a research study looking at this question "Is there a relationship between organizational change and employee creativity and organizational forgetting of Zahedan University of Medical Sciences?"

Literature

Jalali and Khosravani (2010) in an article entitled "Organizational Amnesia: The major challenge for managers in the new age of business" which is aimed at identifying the level of organizational forgetting, after reviewing the concept of organizational forgetting in the theoretical literature, three dimensions of organizational forgetting (kind of amnesia, amnesia and forgetting outcome) reflects the relationship of these three hypotheses are tested. He quoted Besanko (2007) stated that organizational forgetting, the outcome of inter-organizational and other measures in which, consciously or unconsciously, an organization loses part of the available knowledge. This knowledge includes such skills, methods, processes, practices, documentation and techniques used in the organization. Saynder and Keming (1998) says that the most important subject which leads to the forgetfulness, inability to obtain and disseminate learning organization. Failure to apply the knowledge gained from learning disabilities to participate in coding and documentation, and lack of motivation for sharing knowledge, it is the most important organizational forgetting (quoted by Jalali and Khosravani, 2010: 101). Moshabaki and Rabie (2009) in an article entitled "Forget the targeted organization (strategic): "Exir competitiveness of the organization" while examining the concept of organizational forms and missed the strategic importance of organizational forgetting targeted in addition to assessing the purposeful amnesia associated with charismatic leadership at all levels of managers in the automotive industry will be examined and has the same forgotten that learning is not simple and may be beneficial or detrimental and targeted and non-targeted in two dimensions can be understood. However, the species were observed in the positive aspect and a negative aspect of a company's competitiveness to be effective. Haji Azizi and colleagues (2009) in an article entitled "Institutional Amnesia: A New Approach to Knowledge Management", after addressing concepts such as organizational knowledge and organizational learning, and organizational amnesia and its role in organizations is discussed. He quoted by Holan and Phillips (2003) argues that organizational forgetting, this has the potential to make an important new dimension to our understanding of the dynamics of organizational knowledge adds. According to Holan and Phillips (2004) inadequate institutional capacity, knowledge obsolete and inefficient and is considered an important part of the dynamics of knowledge in organizations (quoted by Haji Azizi et al, 2009: 329). Javaheri (2004) in an article entitled "The Challenge of Organizational Change: Tarbiat Moallem University of Tehran Hesarak investigate the problems of transition "refers to the importance of location and environment organizations, especially universities and thus concludes that the university is in a location and environment, the yield was significantly increased and costs reduced. Mahmoudvand in thesis (2012) A review

of the relationship between organizational forgetting referring to the transformation of the organizational changes that govern societies, organizations, knows that a successful and efficient addition to coordinating the development of society, able to change the way also in the foreseeable future and be able to make these changes in order to make the desired changes to build a better future to lead. A study entitled "Evaluation of the relationship between philosophical minds of school administrators and creativity" in 1383 by Seif Hashemi done and come to the conclusion that the philosophical mind there is a significant relationship between managers, directors and creative directors of flexibility and creativity. Miller (2004) in an article entitled "Learning to forgetfulness and oblivion to learn" while discussing the efficient management of organizational knowledge is expressed in the past, the director keeps the current problems, but other intentional forgetfulness, deliberate, and learning - and it really can make progress. The Uno (2004: 29) of experts in the fields of management, organizational forgetting as Holan, and Philip, and Thomas Lawrence, names, and while referring to the article Holan, and Phillips (2004) the importance of organizational forgetting, which is expressed in many forms, highlights. Gelberson and Levine (1986) in an article entitled "Corporate Amnesia combines learning curve" while learning curve is defined as a graph that shows the extent of personal or organizational performance and From this graph we can determine the future development of the organization during the same operation can be repeated, the study of more than 93 articles related to the learning curve and forget that only 6 deals with the impact of cessation learning and only 2 of Article 6 of them deal directly with the amnesia phenomenon, suggest that the phenomenon of forgetting, a new phenomenon in research and other scientific principles, such as psychology. Hara & Stranberg (2001) in a study on "Assessment of thinking styles creative people" have concluded that people who prefer to act according to their own ideas (ie, those who were oriented thinking style law) had better creative performance whereas those who tended to analyze and evaluate ideas (ie, those who were oriented thinking, when judgments had received no specific training had lower creative performance. Booker (1997) in an article entitled "Lest we remember, forget and institutional knowledge" Forgetting is expressed in all shapes and faces as it is often necessary to an issue or problem has been accessed, and states that all the individuals and organizations not pleasant to recall is not possible. Recent work in organizational theory has shown that in times past, forgetting all about to begin with, without falling into the trap of repeating the past is good. In fact, several good reasons are for organizations to forget everything about their past there. Salvador and Cassano (1993) in an article entitled "organizational amnesia and information systems" are expressed as a memory element for storing the current state is considered. In order to avoid a crisis, organizations must de-learn and forgetting past experiences and learning go Bolter levels. He says relatively little importance in relation to information systems are forgetting process is also important. Consequently, organizational forgetting as it's shrinking as learning and memory loss caused by the specific tasks that cannot be put into practice after the success is defined. Forget about learning cost curve is produced, leading to a return to previous spending levels (ibid.: 31). Bells and Chen (2010) in a study entitled "The relationship between organizational forgetting and targeted organizational innovations: the mediating effect of organizational learning capability" refers to the management of organizational forgetting the importance of organizational learning and organizational innovation is not. In their research on organizational innovation, organizational forgetting intentional (purposeful) and the ability to focus on organizational learning and

organizational forgetting deliberately tried to make the connection between learning ability and organizational innovation will. They forget the organization targeted a key component of knowledge management.

Materials and Methods

The nature of the study that examines the relationship between organizational forgetting creativity and organizational changes in the University staff is descriptive and correlational research method used. The study population consisted of all University employees, which are in total 750 persons. Simple random sampling was used in this study is that the sample size of the study population are Morgan 750 people, 254 persons listed, so the sample size in this study is equivalent to 254 people. Three questionnaires were used for data collection, the questionnaire included 14 items and changing organizational amnesia includes 12 items and 60 questions are creative.

Inventory organizational forgetting

To gauge organizational forgetting questionnaire was used to model the components of organizational forgetting Presented By Holan and Phillips (2004), adapted from (Mahmoudvand, 2012) was used. This 14-item questionnaire with Likert scale of five options (completely disagree to completely agree) is. Questions are graded so that the subjects could choose alternatives totally agree fifth grade, fourth grade option I agree, I have no choice grade 3, grade 2 option disagree, completely disagree option to choose is a score of 1.

Inventory changes

To measure changes in planned organizational change questionnaire adapted from the Physician (2010) with minor changes and replacing components rather than the place of duty, based on four components: structure, technology, people and places, according to the theory, Robbins (1943) was used. This 12-item questionnaire with Likert scale of five options (very high to very low) is. The questions are graded so that you can choose the subjects scored very high option 5, option 4 high score, score option 3, and option 2 low score or a score of 1 if the chosen option is very small.

Creativity Questionnaire

Therefore, the questionnaire included 12 questions from totally agree to totally disagree, 5 options, thus marking the fifth scoring option strongly agree, agree, grade 4, neither agree nor

disagree 3 scores disagree totally disagree scoring Option 2 and was given a score of 1. And reliability of the method for calculating Cronbach's alpha coefficient was used in the questionnaires and the results are given in the following table.

Table alpha coefficient to assess reliability

| Row | Variable | Alpha |
|-----|---------------------------|-------|
| 1 | Organizational forgetting | 0.93 |
| 2 | Organizational changes | 0.86 |
| 3 | Creativity | 0.83 |

In order to answer the research question test, Pearson correlation, t-test, one way variance analysis was used. It should be noted that all statistical analysis software SPSS, version 21 was performed.

Checking Research questions

First question: Is there a relationship between employee creativity and organizational forgetting University of Medical Sciences?

Pearson correlation test was used to analyze this question in the table.

Table of Pearson correlation creativity and organizational forgetting

| Variables | sig | r | N |
|---------------------------|-------|---------|-----|
| Organizational forgetting | 0.000 | 0.250** | 254 |

| | | | |
|------------|--|--|--|
| Creativity | | | |
|------------|--|--|--|

The table indicates that the correlation coefficient is equal to creativity and organizational forgetting $r = 0.250$ significant at 99% confidence level ($0.01 < P$). So it can be concluded that a significant relationship exists between employee creativity and organizational forgetting Zahedan University of Medical Sciences.

Second question: Whether there is a relationship between organizational forgetting and organizational changes, Zahedan University of Medical Sciences?

Pearson correlation coefficient was used to analyze the question of which is shown in the table.

Table: Results of Pearson institutional amnesia to organizational change

| Variables | sig | r | N |
|---------------------------|-------|---------|-----|
| Organizational forgetting | 0.001 | 0.204** | 254 |
| Organizational chnge | | | |

The table shows that the correlation coefficient is equal to forgetting institutional and organizational change $r = 0.27$ significant at 99% confidence level ($0.01 < P$). So it can be concluded that a significant relationship exists between organizational forgetting and organizational changes, Zahedan University of Medical Sciences.

Third question: Is there a relationship between organizational forgetting and organizational changes of Zahedan University of Medical Sciences?

Pearson correlation test was used to analyze this question in the table.

Table of Pearson correlation dimension of institutional amnesia to organizational change

| Variables | People | Environment | Technology | Structure | Indicators |
|---------------------------|--------|-------------|------------|-----------|------------|
| Organizational Forgetting | 0.539 | 0.635 | 0.206 | 0.258 | r |
| | 0.000 | 0.000 | 0.001 | 0.000 | Sig |
| | 254 | | | | N |

The table proves that the organization and structure of the forgotten correlation coefficient equal to $r = 0.258$ coefficient of correlation between organizational forgetting and technology with the $r = 0.206$ correlation coefficient and medium institutional amnesia equal to $r=0.635$ coefficient organizational and individual forgetting correlation equal to $r=0.539$ significant at 99% confidence level ($0.01 < P$). Therefore it can be concluded statistically between organizational forgetting and organizational changes are related Zahedan University of Medical Sciences.

Fourth question: Is the relationship between organizational change and employee creativity of Medical Sciences, Zahedan?

Pearson correlation analysis was used to test the query and the results are shown in Table.

Table of descriptive statistics and Pearson organizational change and innovation

| Variables | sig | r | N |
|-----------------------|-------|---------|-----|
| Organizational change | 0.000 | 0.346** | 254 |
| Creativity | | | |

The table shows the correlation coefficient for organizational change and innovation is equal to $r=0.346$ significant at 99% confidence level ($0.01 < P$). Therefore, we can conclude that the significant organizational changes and employee creativity are there in Zahedan University of Medical Sciences.

The fifth question: whether there is a relationship between organizational change and employee creativity of Medical Sciences, Zahedan?

Pearson correlation test was used to analyze this question in the table.

Table of Pearson correlation dimension of organizational change and innovation

| Variables | People | Environment | Technology | Structure | Indicators |
|---------------------------|--------|-------------|------------|-----------|------------|
| Organizational Forgetting | 0.202 | 0.132 | 0.176 | 0.0298 | r |
| | 0.001 | 0.03 | 0.005 | 0/000 | Sig |

| | | |
|--|-----|---|
| | 254 | N |
|--|-----|---|

The table proves that creativity and the correlation coefficient is equal to $r=0.298$ coefficient of correlation between creativity and technology with the $r=0.176$ correlation coefficient equal to creativity and the 132/0 r = correlation coefficient creativity and the equivalent of $r=0.202$ significant at 99% confidence ($0.01 < P$). So it can be concluded that a significant relationship exists between the dimensions of organizational changes and employee creativity Zahedan University of Medical Sciences

Sixth question: Is there a difference between creativity and organizational change and organizational forgotten men and women at the University of Sciences and Technology?
The table shows the results of t-test the difference between innovation and organizational change and organizational forgotten men and women at the University of Sciences and Technology.

Table of t-test the difference between creativity, change and organizational forgotten men and women.

| Variables | Gender | sig | df | t | Standard deviation | Mean | Number |
|---------------------------|--------|------|-----|-------|--------------------|-------|--------|
| Creativity | Woman | 0.04 | 252 | -2.04 | 7.97 | 40.93 | 82 |
| | Man | | | | 8.47 | 43.22 | 172 |
| Organizational changes | Woman | 0.85 | 252 | -0.18 | 9.92 | 60.78 | 82 |
| | Man | | | | 10.72 | 61.03 | 172 |
| Organizational Forgetting | Woman | 0.90 | 252 | 0.125 | 6.64 | 52.73 | 82 |
| | Man | | | | 5.96 | 52.62 | 172 |

The table suggests that female employee' creativity with an average of 40.93 and SD 7.97 and male employees with an average 43.22 and SD 8.47, respectively. Also, the results show that the calculated t -2.04 with 252 degrees of freedom is significant at the 95% confidence level ($P < 0.05$). So we can conclude that there are differences between male and female employees creativity employee creativity higher than man. The table also indicates that female employees in the areas of organizational change, with an average 60.78 and SD 9.92 and the employees were male with an average 61.03 and SD 10.72 respectively. Also, the results show that the calculated t -0.181 with 252 degrees of freedom is not significant at the 95% confidence level ($P > 0.05$). Thus it can be concluded that there is no difference between male and female employees in organizational change and is the same. The table also shows that corporate amnesia female

employees with an average of 52.73 and SD 6.64 and male employees with an average 52.62 and SD 5.96, respectively. Also, the results show that the calculated $t_{0.125}$ with 252 degrees of freedom is not significant at the 99% confidence level ($P > 0.01$). Thus it can be concluded that there is no difference between male and female employees' organizational forgetting and is the same.

Discussion and conclusions

First question: is there a relationship between employee creativity and organizational forgetting Zahedan University of Medical Sciences?

Results indicate that there is a relationship between organizational forgetting and employee creativity (with a correlation coefficient of 250/0 $r =$) Zahedan University of Medical Sciences. This finding lattice and Rabieh (2009), Mahmoudvand (2012), Etemadian (2013), Smilez and Lilz (2011), Smiley (2005) and Hara and Sternberg (2001) reported a significant relationship of their conformity. Organizational forgetting something important that is not well understood. Hylan and Phillips (2004: 426) believe that forgiveness means forgetting old knowledge to create new space in order to acquire new knowledge and has the potential and an important new dimension to our understanding of the dynamics of organizational knowledge to add, but it requires a specific and extensive research program. The researchers (Holan and Philips) organizational forgetting to remove obsolete and inefficient knowledge is an important part of the dynamics of knowledge in organizations is considered.

Second question: Is there a relationship between organizational forgetting and organizational changes Zahedan University of Medical Sciences?

Results show that there is a relationship between organizational forgetting and organizational change (with a correlation coefficient $r = 0.27$) employees Zahedan University of Medical Sciences. This finding of Mahmoudvand (2012), Haji Azizi and colleagues (2009), Besanko (2007), Javaheri (2002), Mahmoudvand (2012), Seif Hashemi (2004), Jalali and Khosravani (2010) and the results of Ameri (2002) Miller (2004) is consistent.

Third question: Is there a relationship between organizational forgetting and organizational changes of Zahedan University of Medical Sciences?

Results indicate that, between organizational forgetting and dimensions of organizational change (with a correlation coefficient of $= 0.258$, technology $= 0.206$, medium $= 0.635$ and $= 0.539$) Medical Sciences University employee relationship exists. This finding of Mahmoudvand (2012), Haji Azizi and colleagues (2009), Besanko (2007), Javaheri (2002), Mahmoudvand (2012), Seif Hashemi (2004), Jalali and Khosravani (2010) and the results of Ameri (2002) Miller (2004) is consistent.

Fourth question: Is there a relationship between organizational change and employee creativity Zahedan University of Medical Sciences?

The findings indicate that there is a relationship between organizational change and employee creativity (correlation coefficient equal to 346/0 $r =$) Zahedan University of Medical Sciences.

This finding of Mahmoudvand (2012), Haji Azizi and colleagues (2009), Besanko (2007), Javaheri (2002), Mahmoudvand (2012), Seif Hashemi (2004), Jalali and Khosravani (2010) and the results of Ameri (2002) Miller (2004) is consistent.

Fifth question: Is there a relationship between organizational change and employee creativity of Zahedan Medical Sciences?

Finding proves that there is a relationship between the dimensions of organizational changes and employee creativity (with a correlation coefficient of = 0.298, technology = 0.176, medium = 0.132 and = 0.202) Zahedan University of Medical Sciences. This finding of Annua (2004), Gelberson and Levine (1986) and Khodayari (2002) Mahmoudvand (2012), Haji Azizi and colleagues (2009), Besanko (2007), Miller (2004) is conformity.

Sixth question: Is there a difference between creativity and organizational change and organizational forgotten men and women at Zahedan University of Sciences and Technology?

The results of t-test results indicate that the difference between innovation and organizational change and organizational forgotten men and women at the University of Sciences and Technology. Results Table (4.10) implies that there is a difference between male and female employees' creativity male employees have higher creativity This finding of Etemadian (2013), Khodayari (2002), Seif Hashemi (2004), and Loksav et al (2000) is common because they had significant differences, but the results Smiley (2005) and Javaheri (2002) is inconsistent. Results indicate that there is no difference between organizational change and organizational forgetting is the same for men and women. These findings of Mahmoudvand results (2012), Etemadian (2013), Moshabaki and Rabieh (2009), Besanko (2007) Holan and Phillips (2004) and corresponded to align their research they also found no significant difference in the rate of organizational forgetting in terms Gender, organizational, work experience and education were not observed. Overall, the findings showed that there was a relation between creativity and organizational change; organizational forgetting there was a relationship between organizational change and employee creativity. The results indicate that there is a relationship between the dimensions of organizational change and organizational amnesia and employee creativity. T-test results also showed that there is no difference between organizational change and organizational forgotten men and women, but men and women showed significant differences between employee creativity and men had a higher level of creativity.

Practical Suggestions

- Workshops on organizational change in order to increase awareness and knowledge of employees and managers.
- Orientation towards the elimination and reduction of inefficient regulations and directives of the old place.
- Structures flexible, dynamic and focused relationship management departments to be created.

- Conditions, job satisfaction, self-esteem and social prestige office employees' incentives to rebuild and strengthen.
- Lower levels of employees to increase their contribution to delegate more authority.
- Managers familiar with the principles of selection and appointment of innovative teaching methods.

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