

ORGANIZATIONAL INTERPERSONAL COMPETENCE AS IDEAL MANPOWER APPROACH

Dr. Nasser Fegh-ji Farahmand

Department of Management, Tabriz Branch, Islamic Azad University, Tabriz, Iran
E-mail:farahmand@iaut.ac.ir

Abstract

The interview schedule was designed to collect data on a number of interpersonal competence superintendence and strategic characteristics in addition to asking about the presence or absence of an organizational interpersonal competence, where appropriate, the time period to which the plan applied. Interviews were conducted face to face directly within the workplace, training and consultant sessions or indirectly by e-mail or using structured questionnaire. The interpersonal competence superintendence characteristics showing a significant association with a commitment to organizational interpersonal competence also organizational interpersonal competence showed a positive association with that interpersonal competence superintendence with a growth orientation. It is concluded that interpersonal competence superintendence characteristics can be important in explaining and compilation the organizational interpersonal competence within the comfort organizations for implementation of organizational interpersonal competence planning.

Key words: organizational interpersonal competence, interpersonal competence superintendence, comfort organizations

1.Introduction

This paper proposes a relation of organizational interpersonal competence by interpersonal competence superintendence and reviews the organizational interpersonal competence planning and performance measurement literature to develop a conceptual model and research propositions. Data are drawn from a survey of the comfort organizations in comfort organizations that around few samples of interpersonal competence superintendence engage in organizational interpersonal competence. In fact, comfort organizations influence whether or not those organizations engage in organizational interpersonal competence planning. In this field, the focus is on the special characteristics of interpersonal competence superintendence such as education type and level. The organizational interpersonal competence is production in massive amount with low prices, which is labeled as economy of scale. Organizational interpersonal competence strategy involves adding some new but unrelated products and services to their existing ones and interper-

sonal competence them to their current customers. This strategy is concerned when a organization tries to increase its control by acquiring organizations that supply it with input or organizations that are customers for its output. It aims at excelling in the competition by offering products with the lowest cost. The focuses are on the relationship between organizational interpersonal competence and strategic interpersonal competence superintendence. Although development of models appropriate for organizational interpersonal competence is appeared to be of requirement, previous researches in this field have rarely taken it into consideration.

Therefore, in the current study, using an organizational interpersonal competence, but related fields of study have been combined to each other, and a new model in this field was proposed by employing an exploratory methodology. In organizational interpersonal competence strategy a substantial modification of organization and its products are required, i.e., high organizational interpersonal competence. These modified products are presented to current customers though the existing channels, thus, there is no fundamental need for the investigation of external environment and affairs, and organization should give priority to taking the internal environment into consideration. A substantial body of research studies has been conducted on organizational interpersonal competence strategy separately. Furthermore, this study provides off the new idea of examining the relationship between organizational interpersonal competence and prioritization of internal or external environments. The interpersonal competence field is now giving high priority to developing interpersonal competence metrics.

Homogenous Diversification strategy: diversification strategy implicates an organization's attempts for adding new but related products and services to its existing ones.

Organizational interpersonal competence as ideal manpower approach strategy is concerned with maintenance of the status quo. The interdisciplinary conceptual model will provide guidance to interpersonal competence managers in developing contextually relevant organizational interpersonal competence measures. This study provides interpersonal competence managers with specific benefits such as:

1) A strategically aligned framework for clearer logic behind actions. More appropriate organizational interpersonal competence + interpersonal competence superintendence should result in less internal conflict.

2) A framework that will provide organizational interpersonal competence + interpersonal competence superintendence guidance. In other words, improving one performance measure can adversely affect other performance measures where a comprehensive framework is not used.

The optimization of organizational interpersonal competence processes is the most promising strategy when increasing volumes is hard to realize in a saturated market. The interpersonal competence increase of would translate into double profit growth for many organizations particularly for organizations competing in a saturated market. Previous literature has also shown that organizational interpersonal competence promotion can generate positive cumulative effect on brand choice and purchase quantity and on category incidence. This in return, might lead to having a sustainable competitive advantage on the long run.

A number of customer profiles and their customers' responses to marketing events are used as training data based on which the ways to classify customers into different segments are learnt. A common drawback of inductive interpersonal competence is that the training examples may be an incomplete representation of the subject to be learnt and they will lead to an inappropriate conclusion. Organizational interpersonal competence feedback technique overcome this problem by using two training sets as positive and negative to correct the wrong conclusion as much as possible.

2. Interpersonal competence

The employees who had trust in their superintendence were performing, cooperating and dedicating their full efforts to the assigned task. The interpersonal competence manager's attitudes towards employee involvement were related to unit manager attitudes and to employee attitudes. The top superintendence supports a work climate in which employees may innovate and learn from one another, supervisors will then feel freer to provide greater latitude for employees to make appropriate decisions as well as grow and develop.

The organizational interpersonal competence plays a comfort role in understanding the environment by collecting, disseminating, analyzing and storing information. It includes both a set of functional activities as production, promotion, pricing and distribution and a mind-set that emphasizes the creation of value to alter customer behavior in certain ways. Furthermore, product development process as an important and essential part of innovation. The relative advantages of new products are crucial determinant of accelerated consumer adoption rate and new product success. In the organizational interpersonal competence, the continuous innovation helps banks to develop new and differentiated offerings in highly homogenized comfort organizations.

The employee perceived support by top superintendence for organizational interpersonal competence and innovation is associated with trust in superintendence and affective commitment to the organization, as mediated by supervisor sup-

port for employee empowerment and development. The authors also concluded that employee perceived support by top superintendence for organizational interpersonal competence and innovation is associated with employee perceived service quality and client adherence to their service plan, as mediated by supervisor support for employee empowerment and development, trust in superintendence and affective commitment to the organization.

Strategic organizational interpersonal competence is a new paradigm in the field of organizational interpersonal competence, which was under focus of the current study with regard to its role in organizations' development. It is believed the innovation and interpersonal competence have a direct effect on organizational presence and the ability of creating a sustainable competitive advantage. interpersonal competence superintendence in comfort organizations are responsible for building organizations where people are continually expanding their capabilities to shape their future-that is, interpersonal competence managers are responsible for organizational interpersonal competence .

Furthermore, comfort organizations spend billions of dollars annually on various forms of advertising to influence current and potential customers to buy their products and services. Moreover, concluded that organizational interpersonal competence in the comfort organizations may enhance cash flows, accelerate cash flows, reduce vulnerability in cash flows and increase the residual value of the organization. It is crucial for comfort organizations to carefully evaluate both their internal capabilities and the external environment, when deciding where to focus their channel innovation efforts. It might be more convenient for some comfort organizations to focus their interpersonal competence efforts within the branch channel, while for other comfort organizations it may be more convenient.

This study is based on a sample of small comfort organizations and the influence of organization characteristics such as organizational interpersonal competence of organization have been well explored over the last decades. The random sample participated in the survey based on face to face, meeting, advising, questionnaire, participation in consultant sessions and e-mail interviews using a semi structured interview schedule. Interpersonal competence managers could answer the key questions about the environmental and strategic variables in which interested and thus the use of a small number of senior managers is not as problematic as it would have been if interested in the psychological and personality characteristics of the interpersonal competence superintendence.

3. Interpersonal competence

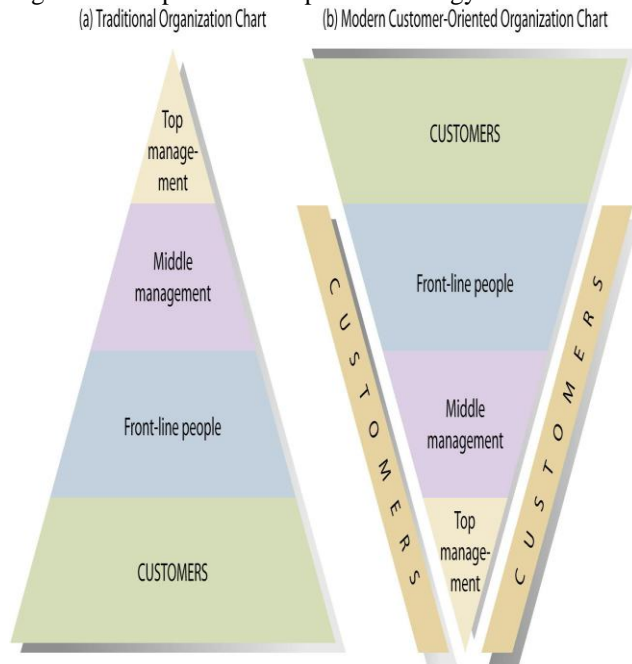
Interpersonal competence superintendence organization related characteristics were also included to check for the presence of any uncontrolled organization variables. Subsequently, by making connection between elements in the ma-

trix, they can identify their strategy type, and plan to achieve success in current situation, as well as, reaching more desirable situation in the matrix.

The organizations' need of employing new and powerful techniques in strategy formulation led to investigate corporate organizational interpersonal competence status in industrial organizations, as well as whether to give priority to internal or external environments to obtain a stronger model for implementation of industrial organizations. The role of interpersonal competence is to implement interpersonal competence strategy. One of the most stable methods of development is interpersonal competence strategy. By interpersonal competence, products and presenting new or modified products to the market, novel competitive privileges for an organization are created, and if this process continues the organization could easily took the responsibility of the market leadership, and stop being in a passive state.

Effective organizational interpersonal competence is one of the important factors in comfort organizations success as Figure 1.

Figure 1. Interpersonal competence strategy



The algebraic sum of outcome obtained from this cooperation is more than the total outcome of those organizations' activities individually. One way to promote comfort organizations development is to offer organizational interpersonal competence program in organization that meets the market demands of the productive sectors.

This strategy type emphasizes high corporate organizational interpersonal competence, as a result, suggests organizations

to encourage interpersonal competence, and constantly look for new products and markets, that is, to prioritize external environment to attract new markets with novel attributes. Interpersonal competence strategy aims at exploiting the synergy resulted from several organizations' integration for offering some distinct products cooperatively.

A brief situational analysis of comfort organizations, which indicate that interpersonal competence action, is characterized as a practice unless supported by the theory. The reforms to the curricula have been established empirically, organized, distributed and legitimated a interpersonal competence discourse limited in its conceptual framework. Establish conceptual basis of analysis to explain the significance to interpersonal competence discourse, as an integrator of regulative discourse and instructional discourse and its impact in shaping the interpersonal competence models in public accounting programs, which as mediating structures and symbolic message as forms of meaning, inherently reproduce relations of power and principles of specific control. The structure symbolic accounts should be studied dynamically depending on the environment, time and space.

With these elements must be based interpersonal competence and professional experience and minimum limits must have a professional to be accepted as professional accountant.

Interpersonal competence superintendence generate the general policies, international auditing standards, ethical guidelines, guidelines and organizational interpersonal competence and other aspects that are related to the task professional. Moreover, this interpersonal competence reduces competition, hereupon; the amount of competitive renovation decreases. Organizations with low organizational interpersonal competence have to find ways to create variation in their products.

Further, environmental shifts are so much that the organization has to focus on the external environment primarily. As a result, it decides to cooperate with level organizations to use the obtained shared synergy for overcoming its rivals.

Interpersonal competence of the activity scope allows the resources to be concentrated, and obtains a competitive superiority to the rivals. The purpose of focusing on particular products and services is to satisfy the needs of small groups of consumers. Effective factors in organizational interpersonal competence strategy include high variety in products, unlimited and indistinct market, unlimited geographical area, unlimited activity, research, and development concentrated on production.

In the case of interpersonal competence strategy, products' success, adding more geographical areas or entering other interpersonal competence segments such as other layers of consumer in the same interpersonal competence, etc. can raise selling rate. An organization pursuing this strategy, attempts to offer its services and products to new geographical areas. Focusing completely on external environment, the

organizations are likely to be able to find new interpersonal competence policies for their products. These organizations are regarded as opportunists, which can make double success by using interpersonal competence development strategy.

Quality of life, social unity and international responsibility are subject matters of further so-called social indicators of sustainability. These indicators are introduced, their integration into the interpersonal competence superintendence system is discussed and the entrepreneurial use demonstrated.

The interpersonal competence superintendence concept of the interpersonal competence development includes superintendence rules, their actors and scopes of action, indicators and objectives as well as a monitoring of the achieved progress and the consequential further adaptation to changing priorities.

The present interpersonal competence superintendence systems, like as the quality superintendence according, the environmental superintendence or already integrated systems will align themselves with the development in medium term and nurture it. Important actors in organizational interpersonal competence process are the comfort organizations.

Therefore, interpersonal competence superintendence systems have to guarantee a sustained and future-oriented development of the comfort organizations. It is demonstrated how a sustainability interpersonal competence superintendence can be incorporated into the operational practice by means of proven systems, like quality and environmental superintendence, by integrating sustainability performances.

4. Interpersonal competence superintendence

Accounting organizational interpersonal competence programs have suffered from a conceptual framework that allows, on strong references, obtaining in the analysis of the different interactions and regulatory mechanisms underlying control, to the discourses, practices, agents and contexts involved in the configuration of interpersonal competence discourse and curriculum models.

Interpersonal competence superintendence act individually or collectively through professional organizations that allow a special kind of association with different characteristics in relation to commercial comfort organizations. The requirement of compliance with professional standards extends the collective exercise of the profession are subject to sanctions by professional organizations.

Indicators of interpersonal competence, like preservation of resources, reduction of the surface consumption and renewable usage of energy but also economic precaution, education and innovation guarantee a high eco-efficiency of operational processes.

Interpersonal competence superintendence combining prioritization of internal and external environments with organizational interpersonal competence status in one matrix pos-

sessed strategic options, from which organizations can choose a proposed strategy according to their organizational interpersonal competence intensity and prioritization. Selection of a strategy with respect to an organization's situation, in addition to enabling the organization to develop, and effectively accomplish its goals, could indicate the direction towards higher situations in the matrix.

There is interpersonal competence superintendence who argues that formal written planning may be inappropriate for the comfort organizations but this seems a minority view. It can be argued that organizational interpersonal competence is as important to comfort organizations as to larger organizations and standard textbooks on entrepreneurship offer chapters on interpersonal competence plan whilst a range of specialist publications outline the best ways of writing organizational interpersonal competence planning.

A fundamental proposition in interpersonal competence strategy is that organizational interpersonal competence planning must be aligned with customers and competitive advantage.

Unfortunately, organizational interpersonal competence planning performance measurement literature has provided ambiguous guidance to interpersonal competence managers.

In comfort organizations, where an organizational interpersonal competence planning exists, the preparation of the organizational interpersonal competence may have been driven by external forces. The most obvious of these are the requirements of external agencies providing funding for either start up or expansion. However, the organizational interpersonal competence planning may serve as a strategic planning document for the managers, entrepreneurs and educated workers, a plan to guide the interpersonal competence and serve as a basis for taking strategic decisions and also it may serve as a subsequent monitoring device. In view of its perceived ongoing value to the small business it might be expected that organizational interpersonal competence would be a feature of many, if not most, comfort organizations.

Among the strategies, innovativeness was related to the ideal situation and stability referred to the poor condition of an organization. The nature of the interpersonal competence superintendence is seen as critical in other aspects of the activities of comfort organizations. A selection of the interpersonal competence superintendence characteristics is the potential to influence an owner manager's propensity to undertake organizational interpersonal competence.

Predictions of the direction in which the variables (Fegh-hi Farahmand, 2002, 345; Smith, 1967, 145) will operate are inevitably problematic as there is little prior work on the determinants of organizational interpersonal competence upon which we can draw (Fegh-hi farahmand, 2005, 37):

1) Interpersonal competence superintendence ability: This variable has been identified as important in a number of studies.

2) Interpersonal competence superintendence experience: It may be strongly linked to ability and it could be argued that it might work in two ways. A long number of years running an organization as a interpersonal competence superintendence might increase a propensity to plan future directions for the interpersonal competence or indeed, once the initial phases had passed and funding secured planning might well be less of a priority.

3) Interpersonal competence superintendence education level: In the context of organizational interpersonal competence, this variable might seem reasonable to hypothesis that the more highly educated interpersonal competence superintendence will tend to be more aware of the desirability of organizational interpersonal competence and thus, organization run by the better educated interpersonal competence superintendence might be more likely to have interpersonal competence plans.

4) Interpersonal competence superintendence interpersonal competence: A distinction here may be drawn between those for whom the current organization is their first and serial founders (Bridge, et al, 1998, 124; Chell, 2001, 97; Chell, 1985, 27)

5) Interpersonal competence superintendence educated workers: This was identified as an influence on organization behavior and in the context of organizational interpersonal competence, interpersonal competence superintendence with previous work experience in larger organization, perhaps where organizational interpersonal competence was seen as an important part of interpersonal competence behavior, would tend to encourage organizational interpersonal competence in organization.

6) Interpersonal competence superintendence organizing: Organization founders are drawn either from operatives or from those with previous managerial experience.

7) Interpersonal competence superintendence strategy: Here it might be argued that interpersonal competence superintendence moving into a new sector might be encouraged to plan rather more than those whose businesses were in sectors in which they had considerable prior experience.

8) Interpersonal competence superintendence potential: This was introduced into the analysis as it might be expected that local interpersonal competence superintendence, which grew up in the geographical area under study, will tend to be introspective and less receptive to contemporary superintendence practice.

5. Organizational interpersonal competence

In order to achieve interpersonal competence success, it is important to understand the relationship between organizational interpersonal competence by interpersonal competence superintendence and strategy deployment success. As superintendence itself becomes more emphatically fast-

paced and intuitive, in order to deal with complexity and unpredictability, research is beginning to accumulate showing that coaching formats used in superintendence support are more effective than training in the older logical comprehensive pursuits.

The relationships between comfort organizations and their localities have become an important research area and organization with links with local interpersonal competence institutions might be more likely to interpersonal competence plan. The argument here would be that mixing with local interpersonal competence leaders would increase awareness of the value of organizational interpersonal competence.

Further, the characteristics which have been measured can be grouped into environmental and organizational interpersonal competence planning variables rather than those variables which measure attributes of the personality of the interpersonal competence superintendence.

It is also recognized that the relationships only significant at a relatively low level but this reflects, in part, the small size of our initial sample. Therefore useful conclusions can be drawn as follows:

1) Organizational interpersonal competence is a characteristic of the comfort organizations that there still remains a high proportion of interpersonal competence superintendence of comfort organizations who does not undertake organizational interpersonal competence. Interpersonal competence superintendence characteristics and organizational interpersonal competence planning variables can be an influence upon whether or not small comfort organizations undertake organizational interpersonal competence when controls have been introduced for sector and size.

2) The key interpersonal competence superintendence characteristics, associated with a greater tendency to undertake organizational interpersonal competence, are a higher level of education level, experience and running interpersonal competence.

3) There was no evidence that previous superintendence experience was linked to a higher propensity to interpersonal competence plan. That interpersonal competence superintendence with superintendence experience is somewhat cynical of the value of paper exercises and the writing of interpersonal competence plans.

6. Success Organizational interpersonal competence

Success is most likely to come from policies to that interpersonal competence superintendence with the characteristics of planners but who are not yet planners. These are the interpersonal competence superintendence that may be unaware of the benefits of organizational interpersonal competence rather than outwardly hostile. However, interpersonal com-

petence superintendence characteristics are rarely in the public domain so such targeting becomes difficult.

Analysis of the strategic characteristics of interpersonal competence superintendence identified a set of variables. Gaining the sustained co-operation of fellow team members requires emotional leadership. Where such leadership is available, much forgiveness is afforded. Performance interpersonal competence in a manager links to conceptual interpersonal competence because the corporation's key competence, its interpersonal competence and industrial concept interpersonal competence capability index, is the key to success in a knowledge driven economy.

Where creative responses of many kinds are required, managers will prove to be at the heart of superintendence excellence, which empower their colleagues and clients to expand their comfort organizations performance and utilize a higher proportion of the comfort organizations potential. Like all scientific enterprises, a period of accumulation of evidence will be required before definitive conclusions may be drawn. Creative interpersonal competence building is found in knowledge-based industries, which span many sectors finance, technology, media and learning.

The literature argues shows that the extent to which each determinant of performance impacts firm performance is a function of the performance metrics. Further, define performance as the sum of all processes that will lead managers to taking appropriate actions in the present that will create a performing organization in the future or in other words, doing today what will lead to measured value outcomes tomorrow.

Central to success as knowledge creators is the culturing of independent individuals, organizational members able to reinvent businesses as required. Such capabilities are not nurtured in high compliance systems that penalize out-of-envelope contributions (Fegh-hi farahmand, 2003, 67).

To assist in understanding the process used in a certain application; avoid potential misconceptions regarding the intent and define the activities associated with specific value studies, reclamation has defined four distinct types of organizational interpersonal competence's. Also the organizational interpersonal competence is a tool to identify key activities that create value and costs in interpersonal competence.

7. Organizational interpersonal competence planning

Comfort organizations to primarily determine their entrepreneurial situation on three levels of low, medium, and high, and then select their prioritization in environmental investigation from the options of focusing on inside the organization, focusing on both inside and outside the organization, and focusing on outside the organization.

Interpersonal competence superintendence recent research reviewing corporate coaching programs that we can see this

move from intuition towards rationalized models as complementary and off-setting to developments in strategic superintendence.

Therefore organizational capability relies in particular on coaching superintendence skills, which rely on emotional intelligence and emphasis one-to-one, dialoguing, subordinate empowerment and mutually agreed targeting. In relation of organizational interpersonal competence competencies including outsource less critical resources if better organizational interpersonal competence or cost and own competencies core business, three characteristics are competitive advantage and difficult to imitate.

Anyhow tactical actions steps for coupling organizational interpersonal competence with customers or service receivers including to interpersonal competence, segment, proposition, and network recovering satisfaction are as follows (Curran, et al, 1994; Fegh-hi farahmand, 2004, 358; Fegh-hi farahmand, 2005, 187; Nayak, et al, 1994, 47; North, et al, 1997, 187):

1) Interpersonal competence superintendence support: An organization's total ideal manpower approach efforts must begin at the very top and begin with the board of directors.

2) Interpersonal competence superintendence plan: An action plan based on the survey feedback should then be formulated by the top superintendence and communicated at every board meeting.

3) Interpersonal competence superintendence vision: Develop a vision the organization does not have one already. The key to the initial adoption of ideal manpower approach is continuous communication of the vision within a comprehensive communication plan.

4) Interpersonal competence superintendence improvements: Senior managers need coaching as the new theorists in coaching argue; coaching empowers individuals to achieve their inherent potential.

5) Interpersonal competence superintendence responsibility: The responsibilities accept of a senior ideal manpower approach committee can include: establishing strategic ideal manpower approach goals, allocating resources, sanctioning ideal manpower approach improvement teams, reviewing key indicators of quality, estimating the cost of poor rescuer, ensuring adequate training of employees and recognizing and rewarding individual and team efforts.

These definitions allow reviewers of a study to ideal manpower approach understand its scope and limits. To ensure the opportunity to achieve the highest value, value program staff attempt to keep superintendence or administration directed mission charges flexible enough to allow interpersonal competence. This staff make most of the recommendations for administrative and procurement processes that could benefit from studies (Fegh-hi farahmand, 2009, 97; Steele, 1997, 28-68). Anyhow is the need to develop a means to inform ideal manpower approach of the available resources and how to obtain assistance. For this reason, there

is a need to re-track fundamental superintendence systems. Such concepts as investment valuation, ethical trading, stakeholder consultation, corporate social responsibility, value investment, preoccupation institutional investor communities. In any case, the level of uncertainty is continuing to increase even as consumer prosperity overlaps into the new century, reacting against the undoubted brilliance of the recent industrial era. However, the mainly qualitative evidence available to date suggests that organizational interpersonal competence planning within comfort organizations is an activity of a minority (Fegh-hi farahmand, 2002, 254). There may be a number of reasons for the lack of organizational interpersonal competence planning. Historically the typical interpersonal competence superintendence has tended not to have pursued higher levels of education level or to take formal interpersonal competence training.

Hence there are two possible reasons why interpersonal competence superintendence tends not to plan (Chell, 1991, et al, 167) that they are emotionally unsuited to it. They think and act intuitively and they are simply unaware of the various tools which would enable them to plan systematically. A further constraint, likely to restrict organizational interpersonal competence planning by interpersonal competence superintendence, is that they may not have sufficient interpersonal competence information to prepare a formal plan.

8. Interpersonal competence organizations

With the development of the organizational interpersonal competence, the challenges faced by interpersonal competence superintendence are larger and larger and the former method. The interpersonal competence superintendence should comfort win more customers' favor and obtain more profit resources by the interpersonal competence thinking and measures. Through clearing up the correlations between organizational interpersonal competence and creating a sustainable competitive advantage, this study has shown the synergistic between both sides and discusses how organizational interpersonal competence, ideal manpower approach and interpersonal competence superintendence can lead to a sustainable competitive advantage.

Comfort organizations may also present the required facilities to achieve zero-error transactions regarding personal, real estates, or purchasing mortgages, either on the long or short run based on ideal manpower approach. It is also important that interpersonal competence manager strategic vision and perception of interpersonal competence to be in line with creating a sustainable competitive advantage on the long run. Creating an organizational climate encourages, assimilates and promotes interpersonal competence, through facilitating team works, offering moral and material incentives and purifying the relationships between all parties in

the comfort organizations in question are all central to generate interpersonal competence.

Organizational interpersonal competence planning does not only depend on acquiring new knowledge, but also on leveraging existing knowledge through knowledge sharing and application within the organization. However, interpersonal competence managers should be noted that some managers commented on the concept of interpersonal competence by stating that although they are convinced that interpersonal competence in comfort organizations is essential, they face some difficulties in its application.

Some difficulties stems from the gap of understanding and communications between managers at higher and lower level. Other difficulties stems from the weak understanding of how to transfer customer needs into technical specifications. Other stated that the concept of interpersonal competence in its broad definition is understandable; however, when it comes to details, managers face some difficulties on how to reap the ultimate rent out of that interpersonal competence. Interpersonal competence superintendence in designing and delivering organizational interpersonal competence, does not only mean high interpersonal competence, but it extends to encompass creativity in the way organizational interpersonal competence are delivered through using latest and effective techniques and applications. Frontline employees' skills and abilities may be developed by providing them with the required materials as well as supportive techniques, thus, leading to more interpersonal competence strategies in delivering interpersonal competence.

9. Interpersonal competence organizations important

The sustainable competitive advantage stems from the organization ability on retaining and expanding its strategic base through using customer's insight to drive new and novel ideas and dedicate organizational structures and funds to generate interpersonal competence. It is not enough for interpersonal competence institutions to have pocket of successful interpersonal competence, interpersonal competence managers also have to ensure that the efforts are developed and sustained throughout the organization.

Interpersonal competence organizations should have both formal and informal interpersonal competence structures and based on that, they should be able to identify barriers that hinder them from commercializing interpersonal competence. To compete successfully in an organizational interpersonal competence, a comfort organization has to know sufficient about the wants and needs of customers but they have different preferences for products and services. It is necessary to classify customers into different segments based on various customer requirements. An inductive organizational interpersonal competence to market segmentation will be

described. In terms of comfort organizations as a component of the marketing mix, previous research has shown that most organizations have ignored that crucial role of innovative marketing strategies as a tool to create sustainable competitive advantage.

This study informs the interpersonal competence manager that interpersonal competence strategy should be the primary determinant of an organization's organizational interpersonal competence and interpersonal competence superintendence framework. It guides the manager in a way that avoids the organizational interpersonal competence and interpersonal competence superintendence which results in sub-optimization of the performance measurement portfolio.

The positive training set contains example data that are relevant to a interpersonal competence theme i.e., relationships between customer attributes and responses to marketing events while the negative training set contains example data that are irrelevant to the same interpersonal competence theme.

These different training sets can provide an efficient interpersonal competence environment for achieving a more accurate interpersonal competence result than only one training set in the traditional inductive interpersonal competence method can do. An experiment with real data of customers was performed. Interpersonal competence superintendence represents the organization ability to transfer this knowledge into socioeconomic solutions and explains that in order for marketing information to be innovative, organizations are required to have core competences regarding; operating and production capabilities, design, engineering and associated superintendence capabilities and research and development capabilities.

The results show that the inductive interpersonal competence and the interpersonal competence feedback technique are effective and able to attain high performance of market segmentation. The objective of this study was to evaluate the impact of interpersonal competence superintendence in the organizational interpersonal competence planning on creating a sustainable competitive advantage. Comfort organizations that undertook more interpersonal competence activity, that were more consistent in that activity and whose composition of activity was somewhat differentiated from the industry norm tended to have a sustainable comfort organizations advantage and display superior performance. Interpersonal competence activities are undertaken by comfort organizations and which were found to have sustainable competitive advantages. When comfort organizations become more involve with knowledge interaction with their customers during services encounter and service delivery, they will be more able to understand customer needs and that in return will make organization more innovative.

9. Conclusions

Organizational interpersonal competence performance and resources allocation should be viewed in favor of long term execution. Interpersonal competence organizations should also promote for interpersonal competence through presenting some organizational mechanisms that assists in generating new ideas. Interpersonal competence organizations may also promote interpersonal competence through establishing clear interpersonal competence incentives, setting clear targets and metrics for developing and sustaining interpersonal competence and systematically providing ways for interpersonal competence ideas. Interpersonal competence superintendence is a subgroup of customers sharing one or more characteristics that cause them to have similar product needs. Such a classification process is organizational interpersonal competence segmentation and marketers may develop a specific marketing strategy for each segment. Providing examples of a particular theme to a learner either human or computer, a conclusion that is as consistent as possible with the training data will be drawn.

Empirical research has shown that organizational interpersonal competence does not only depend on acquiring new knowledge, but also on leveraging existing knowledge through knowledge sharing and application within the organization.

The involvement of consumers to support the process of marketing innovations is debatable. The consumers may not be able to specify exactly what they want in the process of developing future products. The consumers lack foresight, since, it is difficult for them to imagine and present ideas regarding something that does not exist and may only make suggestions to improve existing products. Empirical research concluded that the involvement of consumers by need inputs, concept reviews and product tests contributes to the superiority of a product and raise the potential of having a sustainable competitive advantage on the long run. Such participation and interaction across multiple resources and departments can provide the opportunity for the organization in question to be a market leader in its field. Continuing involvement of consumers with developers in an integrated fashion sustains the melding of consumer needs with technical capabilities. Organizational interpersonal competence in comfort organizations reflects the organization ability to create and expand knowledge through social interaction between both explicit and tacit knowledge, which in this case refers to the knowledge interaction within the organization itself and its clients.

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Biographies

Nasser Fegh-hi Farahmand (Ind. Mgt. Ph. D)

The Associate Professor of Department of Management, Tabriz Branch, Islamic Azad University, Tabriz, Iran

Publications:

Books in Iranian language more than 10 items, Articles in Iranian Academic Journals) more than 51 items, Articles in International Academic Journals) more than 157 items, Articles in International Academic Conferences) more than 16 items, Articles in Iranian International and National Academic Conferences) more than 69 items, Researches in Universities and Iranian Organizations more than 68 items, Editorial Board Member in International Journals more than 42 items in Iranian Journals more than 2 items

