Influence of Team Work in successful observing of Pomegranate Festival in Eshraq Cultural Center in Tehran

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**ABSTRACT**

*Background:* The subject matter of this study includes “Influence of Team Work in successful observing of Pomegranate Festival in Eshraq Cultural Center in Tehran”.

*Objective:* Its statistical population includes 60 staffs of Eshraq Cultural Center of Cultural Organization of Tehran Municipality, and the method of study is descriptive-survey.

*Results:* As the data collection tool, the questionnaire with 0/86 Cronbach’s alpha is used. To analyze the achieved information, the study makes use of descriptive statistical methods such as frequency distribution, percentage, mean and standard deviation and illative percentage and statistics; and for studying normality, it uses Kolmogorov – Smirnov test.

*Conclusion:* To investigate the hypotheses, a correlation test is performed and the following results are made to the research questions: There is a meaningful relationship between adaptability and flexibility, and their evaluation in successful performance of Pomegranate Festival in Eshraq Cultural Center.

**INTRODUCTION**

Contemporary organizations encounter issues such as rapid changes, customer preferences-based orders, and expect to receive the best service etc. in this regard, various shifts in attitudes, purposes and working methods, one of which is the importance of team-work.

The managers in organizations cannot singly plan and perform to accomplish organizational purposes, but rather they can achieve such goals through participation and the use of staffs’ intellectual and professional ability. When organization manager practically believes in team-work and the use of staffs’ ideas and thought, such belief deeply influences the organization and is formed as common beliefs and organizational culture, and the team-work takes place practically [5].

now, different organizations including industrial, commercial, cultural and public ones, for their efficiency and effectiveness, require revision in evolution in organized works and duty division among their staffs; as a result, team structures and the organizations whose axis of operation is based upon team-works, are emerged [6].

*Statement of the Problem:*

The major belief today, in organizational evolution, conveys that working teams are the home basics, and such teams will be effective if they can manage their culture, procedures, systems and relationships. There are numerous clear documents and witnesses claiming that the effective teams represent much more results than the operation of the single individuals, and their resulting work is superior to the ability of incoherent individuals and groups [1,6].

Many of today’s achievements is thanks to the work of teams. The teams are so common and fashionable in business world that some people, mistakenly, regard the team-work attitude as a day-long fashion of management for solving problems and taking advantage of opportunities [7].

The special projects in organizations are performed in accordance with different projects. This warrants the inclusion of all headquarters and operational units to accomplish the programs and projects. Presenting successful samples leading effectively to the improvement of organizational operation through component of teamwork, can be utilized in other organizations. If a sectional project is aimed to be practiced by the staff of the very organization, it requires adaptability and flexibility of personnel, accountability, high levels of communication, mutual trust, dedication to common goals, discipline etc. performing experience of
Pomegranate Festival, as a cultural-social project in Eshraq Cultural Center, Tehran, during former years of operation, coped with the challenge of interacting individual with group and organization. Not only simultaneous performance of current works and staffs’ duties and festival-related works, work interference that inevitably happened on the path, double work-related fatigue, adding new people who were active in the festival, and employee's inability to interact with such people led to erosion of employee morale, but it also reduced both their efficiency and efficiency of this unique project. As a result, performing team-work as a requirement rather than a preference, in the 6th Pomegranate Festival, became the axis of work for the employees in Eshraq Cultural Center[2].

**Significance of the Subject:**

One of the criteria distinguishing the underdeveloped countries from developed ones is the culture of group-work. In the underdeveloped countries, individuals are not interested in group activities, and not only higher energy is wasted, but the work quality reduces. Basically, to achieve an entrepreneur society a growth in group activities is essential, and regardless of such activities, the entrepreneurship will never get popular in the society[8].

In organizational projects similar to Pomegranate Festival, team-work is one of the vitalities in project success. Various activities in determined time-span by limited number of staffs who are not educated for this purpose, and always have to do their determined duty, can create a crisis in the individual behavior and that of the group; and also, the efficiency of the relevant project is reduced. If implementing team-work does not accord with organizational culture, features of the individual and the group, and the popular culture of the society, it cannot present a successful pattern in benefiting team-work in highlighting efficiency. Accordingly, team-work got importance in Pomegranate Festival in Eshraq Cultural Center as a great project and next to daily activities of the organization, and it possessed vitality[9].

**Research Purposes:**

Primary purpose: determining the influence of the team-work in successful performance of Pomegranate Festival in Eshraq Cultural Center

Secondary Purposes:
- Determining the influence of members’ ability on successful performance of Pomegranate Festival in Eshraq Cultural Center.
- Determining the influence of roles and responsibilities compliance in successful performance of Pomegranate Festival in Eshraq Cultural Center.
- Determining the influence of commitment to common goals in successful performance of Pomegranate Festival in Eshraq Cultural Center.
- Determining the influence of leadership and structure in successful performance of Pomegranate Festival in Eshraq Cultural Center.
- Determining the influence of adaptability and flexibility in successful performance of Pomegranate Festival in Eshraq Cultural Center.
- Determining the influence of mutual trust in successful performance of Pomegranate Festival in Eshraq Cultural Center.
- Determining the influence of performance evaluation, reward systems in successful performance of Pomegranate Festival in Eshraq Cultural Center.
- Determining the influence of team-work in successful performance of Pomegranate Festival in Eshraq Cultural Center.

**Research Hypotheses:**
- Members’ ability on successful performance of Pomegranate Festival in Eshraq Cultural Center.
- Roles and responsibilities compliance in successful performance of Pomegranate Festival in Eshraq Cultural Center.
- Commitment to common goals in successful performance of Pomegranate Festival in Eshraq Cultural Center.
- Leadership and structure in successful performance of Pomegranate Festival in Eshraq Cultural Center.
- Adaptability and flexibility in successful performance of Pomegranate Festival in Eshraq Cultural Center.
- Mutual trust in successful performance of Pomegranate Festival in Eshraq Cultural Center.
- Performance evaluation, reward systems in successful performance of Pomegranate Festival in Eshraq Cultural Center.
- Team-work in successful performance of Pomegranate Festival in Eshraq Cultural Center.
Operational Definitions of Variables and Keywords:

1. **Ability of Members**
   Every team must possess three skills to work efficiently:
   - It must first include individuals who enjoy technical expertise. Second, it must include those who are professional in problem solving and decision making; that is, they are able to recognize the problems, present some solutions, evaluate those solutions, and select proper ones. Finally, a team must include members some of whom are good listeners; those who can let other members know about the results, have enough ability to remove conflicts, and have expertise in human relations [5].

2. **Role and Responsibility**
   Lucidity of the roles and responsibilities means that the members of team know better how to achieve team’s goals and while requiring help, or when any work or function is not competent enough, to whom they must refer. In addition, whenever the members of a team clearly know their roles and responsibilities, they can better understand the relation between work and team, unit, and organization achievements [11].

3. **Commitment to Common Goals**
   Teams share common goals through which individuals are led in a way that they show required commitments [7].

4. **Leadership and Structure**
   Teams need to have leaders to lead them and their consideration and attempts to a particular point. Every team, for the work strategy and the method by which the works are ordered and the individuals’ talents are referred to relevant works, requires leadership [6,11].

5. **Adaptability and flexibility**
   The major purpose in flexibility is to achieve team adaptability for improving interaction among the individuals. Studies on organizational behavior indicate that those individuals are successful and continually developing that, along with improving their human potentials of adaptability and flexibility, are professional and talented; such individuals also attempt in re-directing their own activities and those of the others in unseen ways, in order to achieve higher levels of progress. Educability, spiritual stability and creativity are some sub-components of adaptability and flexibility [2].

6. **Mutual Trust**
   Among the critical features of a team with perfect operation is mutual trust of the members. That is, all the members deeply believe in each other’s honesty and abilities. Trust includes five dimensions: integrity, competence, consistency or stability, loyalty, honesty [6].

**Performance Evaluation and Reward System**

Any responsibility given to an individual is performable in a number of ways; however, that how it is performed and whether it improves the group is considerable. A successful team-work achieves sublimity, because its members are constantly seeking novel strategies to improve their work and achieve desired results. One of the suitable methods to conserve energy and unity among team members is to recognize them in important positions. Recognizing each other is, as a matter of fact, a strategy for appreciating team members for their valuable participation in team activities [7,5,3].

**Research Domain:**

- **A) Subjective Domain:** determining team-work effect on successful performance of Pomegranate Festival in Eshraq Cultural Center in the field of organizational behavior topics.
- **B) Spatial Domain:** Eshraq Cultural Center
- **C）Time Domain:** from distributing the questionnaires in September to collecting them in October 2013

**Methodology:**

The Method is descriptive- survey, and the objective is applied one.

**Research Population:**

The research population includes 60 members of staffs in Eshraq Cultural Center, who based on recruiter sentence possess determined organizational level.

**Sampling and Sample Size:**

Sample size equals the size of the population; consequently, this research used census method and all 60 members of Eshraq Cultural Center are considered[3].

**Data Analysis Method:**

To compare all the information achiever through questionnaire, this research made use of descriptive and inferential statistics, including: frequency distribution, percentage, mean, and standard deviation; to investigate whether the data is normalized, Kolmogorov – Smirnov test is used; since the data distribution is normalized for
analyzing hypothesis, correlation test is taken. One of the Parametric tests was utilized to check the hypotheses and the results are as follows[1].

Descriptive statistics:
Here, the results of evaluating and processing the variables are considered so that the results from each variable are investigated in a systematic and structures framework. For this, first we begin with field variables, and after explaining their dimensions, we move to the main variables of the research.

Table 1: percentage and frequency in members' ability

<table>
<thead>
<tr>
<th>percentage</th>
<th>Frequency</th>
<th>Member's ability</th>
</tr>
</thead>
<tbody>
<tr>
<td>67/7</td>
<td>4</td>
<td>low</td>
</tr>
<tr>
<td>13/3</td>
<td>8</td>
<td>medium</td>
</tr>
<tr>
<td>% 80</td>
<td>48</td>
<td>high</td>
</tr>
<tr>
<td>100</td>
<td>60</td>
<td>sum</td>
</tr>
</tbody>
</table>

Above table indicates that % 6/7 of the research respondents, show low (5-12) ability; among % 13/3 of the respondents, evaluated the ability of the members medium (13-18) and among % 80 of the respondents, the members had high ability (19-25).

According to the data, the majority of the respondents believe that the members’ ability is high.

Graph 1: percentage and frequency distribution for members' ability

Table 2: percentage and frequency in role and responsibility

<table>
<thead>
<tr>
<th>percentage</th>
<th>Frequency</th>
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</tr>
</thead>
<tbody>
<tr>
<td>67/7</td>
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<td>low</td>
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<tr>
<td>13/3</td>
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<tr>
<td>% 80</td>
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<td>high</td>
</tr>
<tr>
<td>100</td>
<td>60</td>
<td>sum</td>
</tr>
</tbody>
</table>

Above table indicates that evaluating the role and responsibility among the sample includes: % 6/7 of the research respondents, show low responsibility; among % 13/3 of the respondents, evaluated the responsibility of the members medium and among % 80 of the respondents, the members had high responsibility.

Graph 2: percentage and frequency distribution for role and responsibility
Table 3: percentage and frequency in commitment to common goals

<table>
<thead>
<tr>
<th>5</th>
<th>3</th>
<th>low</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/7</td>
<td>7</td>
<td>medium</td>
</tr>
<tr>
<td>83/3</td>
<td>50</td>
<td>high</td>
</tr>
<tr>
<td>100</td>
<td>60</td>
<td>sum</td>
</tr>
</tbody>
</table>

The above table indicates that %5 of the respondents evaluated the commitment as low, %11/7 of the respondents believe in medium commitment and %83/3 of them show high commitment to common goals. Most of the respondents believed in high commitment to common goals.

Graph 3: percentage and frequency distribution for commitment to common roles

Table 4: percentage and frequency in leadership and structure

<table>
<thead>
<tr>
<th>5</th>
<th>3</th>
<th>low</th>
</tr>
</thead>
<tbody>
<tr>
<td>13/3</td>
<td>8</td>
<td>medium</td>
</tr>
<tr>
<td>81/7</td>
<td>49</td>
<td>high</td>
</tr>
<tr>
<td>100</td>
<td>60</td>
<td>sum</td>
</tr>
</tbody>
</table>

The above table indicates that %5 of the respondents evaluated the leadership and structure as low, %13/3 of the respondents believe in medium leadership and %81/7 of them show high leadership and structure. Majority of the respondents believed in high leadership and structure.

Graph 4: percentage and frequency distribution for leadership and structure
Table 5: percentage and frequency in adaptability and flexibility

<table>
<thead>
<tr>
<th>percentage</th>
<th>Frequency</th>
<th>Member’s ability</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/7</td>
<td>7</td>
<td>low</td>
</tr>
<tr>
<td>40/0</td>
<td>24</td>
<td>medium</td>
</tr>
<tr>
<td>48/3</td>
<td>29</td>
<td>high</td>
</tr>
<tr>
<td>100</td>
<td>60</td>
<td>sum</td>
</tr>
</tbody>
</table>

The above table indicates that % 11/7 of the respondents evaluated the adaptability of flexibility as low, %40 of the respondents believe in medium adaptability and %48/3 of them show high adaptability and flexibility. Majority of the respondents believed in high adaptability and flexibility.

Graph 5: percentage and frequency distribution for adaptability and flexibility

Table 6: percentage and frequency in mutual trust

<table>
<thead>
<tr>
<th>percentage</th>
<th>Frequency</th>
<th>Member’s ability</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>6</td>
<td>low</td>
</tr>
<tr>
<td>16/7</td>
<td>10</td>
<td>medium</td>
</tr>
<tr>
<td>73/3</td>
<td>44</td>
<td>high</td>
</tr>
<tr>
<td>100</td>
<td>60</td>
<td>sum</td>
</tr>
</tbody>
</table>

The above table indicates that % 10 of the respondents evaluated the mutual trust as low, %16/7 of the respondents believe in medium mutual trust and %73/3 of them show high mutual trust. Majority of the respondents believed in high mutual trust.

Graph 4: percentage and frequency distribution for mutual trust

Table 7: percentage and frequency in performance evaluation and reward

<table>
<thead>
<tr>
<th>percentage</th>
<th>Frequency</th>
<th>Member’s ability</th>
</tr>
</thead>
<tbody>
<tr>
<td>3/3</td>
<td>2</td>
<td>low</td>
</tr>
<tr>
<td>7/26</td>
<td>16</td>
<td>medium</td>
</tr>
<tr>
<td>70</td>
<td>42</td>
<td>high</td>
</tr>
<tr>
<td>100</td>
<td>60</td>
<td>sum</td>
</tr>
</tbody>
</table>
The above table indicates that % 3/3 of the respondents evaluated the performance evaluation and reward as low, %26/7 of the respondents believe in medium performance evaluation and reward and %70 of them show high performance evaluation and reward. Majority of the respondents believed in high performance evaluation and reward.

**Table 8:** percentage and frequency in team-work

<table>
<thead>
<tr>
<th>percentage</th>
<th>Frequency</th>
<th>Member’s ability</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>3</td>
<td>low</td>
</tr>
<tr>
<td>7/66</td>
<td>40</td>
<td>medium</td>
</tr>
<tr>
<td>3/28</td>
<td>17</td>
<td>high</td>
</tr>
<tr>
<td>100</td>
<td>60</td>
<td>sum</td>
</tr>
</tbody>
</table>

The above table indicates that % 5 of the respondents evaluated the team-work as low, %66/7 of the respondents believe in medium team-work and %28/3 of them show high team-work. Majority of the respondents believed in medium team-work.

**Graph 4:** percentage and frequency distribution for team-work

**Kolmogorov – Smirnov Test:**

This type of test was utilized to assure the normalization of the data. While doing so, we consider 0 for normalized data in % 5 error span. Therefore, if the statistics of test indicate ≥ 0/05, then there is no reason to reject the data as 0 which is normal. In other words, the data distribution is normalized. The statistical hypothesis is classified as follows:

H0: the data distribution is normalized

H1: the distributed data relevant to each variable is not normalized

Before investigating the relation between independent and dependent variables, we use (KS) method to evaluate each variable.
According to above table, since Sig is above %5, then the 0 assumption is accepted, and the variable is proved as normal.

H₀: the members’ ability variable is normal.

According to above table, since Sig is above %5, then the 0 assumption is accepted, and the variable is proved as normal.

H₀: the role and responsibility variable is normal.

According to above table, since Sig is above %5, then the 0 assumption is accepted, and the variable is proved as normal.

H₀: the commitment to common goals variable is normal.

According to above table, since Sig is above %5, then the 0 assumption is accepted, and the variable is proved as normal.

H₀: the leadership variable is normal.

According to above table, since Sig is above %5, then the 0 assumption is accepted, and the variable is proved as normal.

H₀: the adaptability and flexibility variable is normal.

According to above table, since Sig is above %5, then the 0 assumption is accepted, and the variable is proved as normal.

H₀: the team-work variable is normal in two years.

Inferential Statistics:
Hypothesis Test:
1. Apparently, the members’ ability is effective in Pomegranate Festival in Eshraq Cultural Center in Tehran

According to the semi-parametric level of variables in Pearson correlation test, this test is confidence span is evaluated as % 95, the meaningful level equals Sig = 0/280 which stands above 0/05, and indicates the meaningfulness of members’ ability in successful performance of Pomegranate Festival in Eshraq Cultural Center.
Also, Pearson’s correlation is 0/098 that shows no relation between the variables. Consequently, H₀ is proved and H₁ is rejected.

In other words, members’ ability in successful performance of Pomegranate Festival in Eshraq Cultural Center is not effective. So the hypothesis is rejected.

2. Apparently, adaptability and flexibility are effective in Pomegranate Festival in Eshraq Cultural Center in Tehran

<table>
<thead>
<tr>
<th>Successful performance of Pomegranate Festival in Eshraq Cultural Center</th>
<th>Adaptable and flexibility</th>
<th>Pearson Test</th>
</tr>
</thead>
<tbody>
<tr>
<td>0/162</td>
<td>0/073</td>
<td>60</td>
</tr>
</tbody>
</table>

According to the semi-parametric level of variables in Pearson correlation test, this test is confidence span is evaluated as % 99, the meaningful level equals Sig = 0/073 which stands above 0/01, and indicates the meaninglessness of adaptability and flexibility in successful performance of Pomegranate Festival in Eshraq Cultural Center.

Also, Pearson’s correlation is 0/162 that shows no relation between the variables. Consequently, H₀ is rejected and H₁ is proved.

In other words, adaptability and flexibility in successful performance of Pomegranate Festival in Eshraq Cultural Center are not effective. So the hypothesis is rejected.

3. Apparently, the commitment to common goals is effective in Pomegranate Festival in Eshraq Cultural Center in Tehran

<table>
<thead>
<tr>
<th>Successful performance of Pomegranate Festival in Eshraq Cultural Center</th>
<th>Commitment to common goals</th>
<th>Pearson Test</th>
</tr>
</thead>
<tbody>
<tr>
<td>0/312</td>
<td>0/045</td>
<td>60</td>
</tr>
</tbody>
</table>

According to the semi-parametric level of variables in Pearson correlation test, this test is confidence span is evaluated as % 95, the meaningful level equals Sig = 0/045 which stands below 0/05, and indicates the meaningfulness of members’ ability in successful performance of Pomegranate Festival in Eshraq Cultural Center.

Also, Pearson’s correlation is 0/312 that shows intense relation between the variables. Consequently, according to the table, H₀ is rejected and H₁ is proved.

In other words, commitment to common goals in successful performance of Pomegranate Festival in Eshraq Cultural Center is effective. So the hypothesis is rejected.

4. Apparently, the roles and responsibilities are effective in Pomegranate Festival in Eshraq Cultural Center in Tehran

<table>
<thead>
<tr>
<th>Successful performance of Pomegranate Festival in Eshraq Cultural Center</th>
<th>Roles and responsibilities</th>
<th>Pearson Test</th>
</tr>
</thead>
<tbody>
<tr>
<td>0/993</td>
<td>0/000</td>
<td>60</td>
</tr>
</tbody>
</table>

According to the semi-parametric level of variables in Pearson correlation test, this test is confidence span is evaluated as % 99, the meaningful level equals Sig = 0/000 which stands below 0/01, and indicates the meaningfulness of roles and responsibilities in successful performance of Pomegranate Festival in Eshraq Cultural Center.

Also, Pearson’s correlation is 0/171 that shows intense relation between the variables. Consequently, based on the data of the relevant table, H₀ is rejected and H₁ is proved.

In other words, roles and responsibilities in successful performance of Pomegranate Festival in Eshraq Cultural Center is effective. So the hypothesis is proved.

5. Apparently, leadership is effective in Pomegranate Festival in Eshraq Cultural Center in Tehran

<table>
<thead>
<tr>
<th>Successful performance of Pomegranate Festival in Eshraq Cultural Center</th>
<th>Leadership</th>
<th>Pearson Test</th>
</tr>
</thead>
<tbody>
<tr>
<td>0/822</td>
<td>0/000</td>
<td>60</td>
</tr>
</tbody>
</table>

According to the semi-parametric level of variables in Pearson correlation test, this test is confidence span is evaluated as % 99, the meaningful level equals Sig = 0/000 which stands below 0/01, and indicates the meaningfulness of roles and responsibilities in successful performance of Pomegranate Festival in Eshraq Cultural Center.

Also, Pearson’s correlation is 0/171 that shows intense relation between the variables. Consequently, based on the data of the relevant table, H₀ is rejected and H₁ is proved.

In other words, roles and responsibilities in successful performance of Pomegranate Festival in Eshraq Cultural Center is effective. So the hypothesis is proved.

5. Apparently, leadership is effective in Pomegranate Festival in Eshraq Cultural Center in Tehran
According to the semi-parametric level of variables in Pearson correlation test, this test is confidence span is evaluated as % 99, the meaningful level equals Sig = 0/002 which stands below 0/01, and indicates the meaningfulness of leadership in successful performance of Pomegranate Festival in Eshraq Cultural Center.

Also, Pearson’s correlation is 0/393 that shows no relation between the variables. Consequently, H0 is rejected and H1 is proved.

In other words, leadership in successful performance of Pomegranate Festival in Eshraq Cultural Center is effective. So the hypothesis is proved.

6. Apparently, performance evaluation and reward are effective in Pomegranate Festival in Eshraq Cultural Center in Tehran.

According to the semi-parametric level of variables in Pearson correlation test, this test is confidence span is evaluated as % 99, the meaningful level equals Sig = 0/045 which stands below 0/05, and indicates the meaningfulness of commitment to common goals in successful performance of Pomegranate Festival in Eshraq Cultural Center.

Also, Pearson’s correlation is 0/402 that shows intense relation between the variables. Consequently, H0 is rejected and H1 is proved.

In other words, commitment to common goals in successful performance of Pomegranate Festival in Eshraq Cultural Center is effective. So the hypothesis is proved.

7. Apparently, mutual trust is effective in Pomegranate Festival in Eshraq Cultural Center in Tehran.

According to the semi-parametric level of variables in Pearson correlation test, this test is confidence span is evaluated as % 99, the meaningful level equals Sig = 0/006 which stands below 0/01, and indicates the meaningfulness of team-work in successful performance of Pomegranate Festival in Eshraq Cultural Center.

Also, Pearson’s correlation is 0/572 that shows intense relation between the variables. Consequently, H0 is rejected and H1 is proved.

In other words, team-work in successful performance of Pomegranate Festival in Eshraq Cultural Center is effective. So the hypothesis is proved.

8. Apparently, team-work is effective in Pomegranate Festival in Eshraq Cultural Center in Tehran.

Conclusion and arguments:
In the field study, this was approved. According to the results of section four, the results of the tests are summarized in the following table:

- There is a meaningful relationship between adaptability and flexibility, and their evaluation in successful performance of Pomegranate Festival in Eshraq Cultural Center.
- There is a meaningful relationship between mutual trust and its evaluation in successful performance of Pomegranate Festival in Eshraq Cultural Center.
There is a meaningful relationship between team-work and its evaluation in successful performance of Pomegranate Festival in Eshraq Cultural Center.

Table of hypotheses test

<table>
<thead>
<tr>
<th>Proof or rejection</th>
<th>Meaningful level</th>
<th>Test type</th>
<th>hypothesis</th>
<th>No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>rejected</td>
<td>0/280</td>
<td>Pearson test</td>
<td>There is a meaningful relationship between members’ ability and their evaluation in successful performance of Pomegranate Festival in Eshraq Cultural Center.</td>
<td>1</td>
</tr>
<tr>
<td>proved</td>
<td>0/073</td>
<td>Pearson test</td>
<td>There is a meaningful relationship between adaptability and flexibility, its evaluation in successful performance of Pomegranate Festival in Eshraq Cultural Center.</td>
<td>2</td>
</tr>
<tr>
<td>proved</td>
<td>0/450</td>
<td>Pearson test</td>
<td>There is a meaningful relationship between commitment to common goals and their evaluation in successful performance of Pomegranate Festival in Eshraq Cultural Center.</td>
<td>3</td>
</tr>
<tr>
<td>proved</td>
<td>0/000</td>
<td>Pearson test</td>
<td>There is a meaningful relationship between role and responsibility, and its evaluation in successful performance of Pomegranate Festival in Eshraq Cultural Center.</td>
<td>4</td>
</tr>
<tr>
<td>proved</td>
<td>0/000</td>
<td>Pearson test</td>
<td>There is a meaningful relationship between leadership and its evaluation in successful performance of Pomegranate Festival in Eshraq Cultural Center.</td>
<td>5</td>
</tr>
<tr>
<td>proved</td>
<td>0/002</td>
<td>Pearson test</td>
<td>There is a meaningful relationship between evaluation of operation and reward and its evaluation in successful performance of Pomegranate Festival in Eshraq Cultural Center.</td>
<td>6</td>
</tr>
<tr>
<td>proved</td>
<td>0/450</td>
<td>Pearson test</td>
<td>There is a meaningful relationship between mutual trust and its evaluation in successful performance of Pomegranate Festival in Eshraq Cultural Center.</td>
<td>7</td>
</tr>
<tr>
<td>proved</td>
<td>0/006</td>
<td>Pearson test</td>
<td>There is a meaningful relationship between team-work and its evaluation in successful performance of Pomegranate Festival in Eshraq Cultural Center.</td>
<td>8</td>
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</tbody>
</table>

Testing main hypotheses:

The relation between team-work and their evaluation of successful performance of the festival in Eshraq Cultural center, as the main hypothesis in this research, there is a meaningful relation. Also, there is a meaningful relation between all the factors and their evaluation in the successful performance of the festival.

Before comparing the findings and the results of this research and those of other experts and former researchers, it is notable that there have been no complete and independent study in the field of the effect of team-work on successful performance of the festival, and as a result, the results of similar issues are referred.

Team-work, in this study, in factors such as commitment and responsibility, accord the result of changing the organization structure, and it effects the employees’ motivation in heavy industries. Team-work also accords the factors such as members’ ability and different roles and Hockman research.

In general, team-work effects the results of the researches by Sadeghian, Aarabi, and Naiini in Iran Khodro company, Motamed zadeh, Shahnavaz, Kazem Nezhad, Adel Azar and karimi in two productive industries, Shaabani in Primary schools of Tehran, and Mr. and Mrs. Poor Samimi in the first national conference of IQM, and another research in Ports and Shipping Organization; there was another research also by a group of researchers of University of Pennsylvania and Tennessee, Haunt, Argyrs and Fester.

Main Purpose:

Study of team-work effect on successful performance of Pomegranate Festival in Eshraq Cultural Center; when individuals create a team for their work and activities. “Team, in fact, is a working group that includes all features of a real team, and its members are totally committed to each other’s prosperity and success. Such commitment usually leads to team growth. A team having high performing power, particularly does the works
better than other ones, and accomplishes all reasonable expectations of the members.” As a matter of fact, they increase their function with which they have features that distinguish them from common teams: high levels of communication, confidence, optimism, high expectations of each other, engaging all stakeholders, commitment to common goals. Such factors are often regarded as emotional or psychological, and they do not fit within the working guidelines and the structures. Team work as the most crucial feature of the individuals observing Pomegranate Festival in Eshraq Cultural Center in Tehran was satisfactory and it affected their success.

REFERENCES