

The Impact of Management Information Systems (MIS) on the Characteristics of the Organizational Structure in the Organization

"A study in the Communications Company north province / Jordan"

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Abstract

One of the main managerial issues regarding management information systems input is the organizational structure, so this study comes to spot the light on this matter through selecting several dimensions seen as an important ones to be discussed, like Centralization, Complexity, and how to overcome these obstacles.

The study found a positive relationship for management information systems used and the organizational structure in the Jordanian telecommunications company, a positive relationship to the response of the company's technological and design variables organizational structure, a positive relationship to the impact of management information systems and technology on the organizational structure, the study found several obstacles facing the company, lack of personal training systems and standards that are already working to restrict the employee for the time being.

Key words: (Management Information Systems (MIS), Official, Central, and the Complexity, structure).

1. Introduction:

Business organizations in general and the service ones, seek in particular to the development of objectives and methods of management in accordance with the circumstances in order to be more inclusive to cover aspects of increasing profits and market share, competitiveness and work to reduce costs and the degree of risk by working on horizontal and vertical expansion in addition to the diversity and excellence in all its dimensions .

Technology is of the major challenges faced by business organizations must be to adapt and be absorbed through the modification and development of organizational structures in line with those technological addition to any external influences another, and because of the technical progress accelerated represents the subject of the impact of technology on the organizational structure of a growing interest, in order to adapt this technique with administrative organizational structure.

Organizational structure is the framework within which the vessel or interact in which all variables are business organizations from which to select the methods of communication and the powers and responsibilities and methods of activities and exchange information and work to draw administrative functions and identify the nature of the relationship of technology in all its dimensions.

2. Problem of the study:

The problem of the study centered on the telecommunications company towards the adoption applications, information systems and not taking into account the positive and negative aspects of these applications on the organizational structure which affect the distribution of power between the formations by regulation both vertically and horizontally, and on the degree of adoption of these formations regulatory and degree of financial allocations in the total budgets by regulation and the ability to adapt to the situation uncertainty of environmental and degree of concentration in which as many of the practices and scientific studies focusing on the areas of engineering and technology in the construction and development of information systems and the neglect of the organizational structure of organizations, leading to a weakening of the competitive position of where it is reflected on the maturity levels of information in a centralized and decentralized decisions in determining the number of management levels as well as the scope of supervision and that the organization continues to neglect these facts lead to its collapse.

3. Importance of the study:

The importance of this study comes from understand the relationship between technology and organizational structure, which concerns Jordan communication company, also includes subject important for contemporary organizations using management information systems in order to achieve success in their application to take advantage of the positive aspects of these applications in the reduction of the tasks entrusted to the staff in the organization and reduce the number of organizational levels .

4. Objectives of the study:

This study seeks to determine the impact of management information systems on the organizational structure of the organization through:

- 1) Identify the theoretical concept of information systems and organizational structure.
- 2) Identify the level of quality of the information in the company that have been subjected to study.
- 3) Determine the extent of corporate response to technological changes through the design of organizational structures.
- 4) Identify the most important constraints that prevent the achievement of effective management information systems and try to find solutions to these problems.

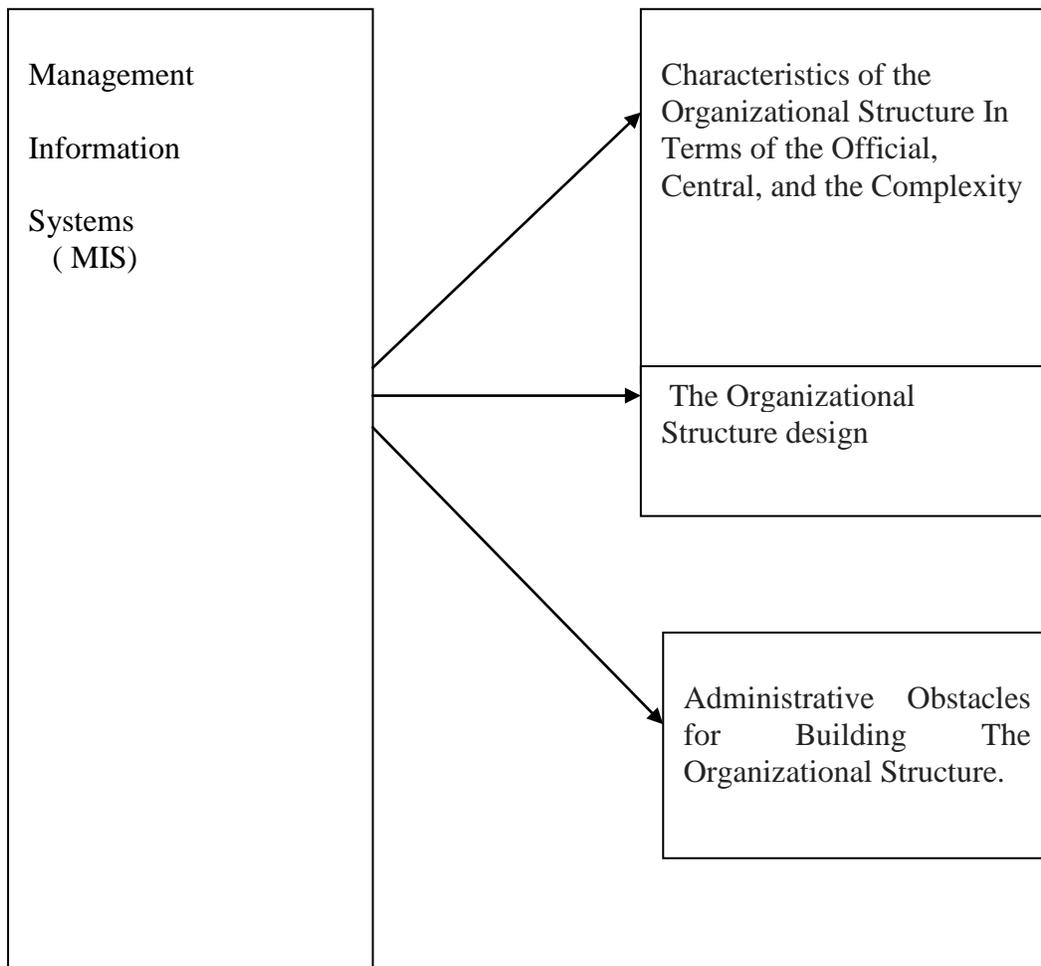
5. Hypotheses of the study:

Hypotheses of the study are summarized as follows:

- 1) There is a statistically significant relationship between MIS used and the characteristics of the organizational structure in terms of the official, central, and the complexity in Jordan Telecom.

- 2) There is a statistically significant relationship between the response of companies to the changes of technology and design of the organizational structure.
- 3) There is a statistically significant relationship between information systems and administrative obstacles of building the organizational structure.

The study model:



- Study (1) by (Mishan and Suhaimi, 2012) entitled “ The impact of management information systems in the design of the organizational structure” of the company Aramco in Saudi Arabia, Mutah University, 2010

This study aimed to identify the impact of management information systems on the design of the organizational structure of the company Aramco in Saudi Arabia. To achieve the objectives of the study a questionnaire developed for the purpose of data collection, the study sample consisted of

(558) respondents, (420) respondents were good for the analysis . Statistical Package for the Social Sciences (SPSS.16) were used for the analysis of questionnaire data, the study found a set of results :

1. The perceptions of workers in the company Aramco for management information systems were average level, and their perceptions of the dimensions of the design of the organizational structure were high level.

2. An effect of the dimensions of management information systems (modern devices used, easy to use management information system, the efficiency of workers in the management information system, using software appropriate management information system, appropriate information in the Management Information System) in the design of the organizational structure, and that the dimensions of MIS explains amounted to (65.7%) of the variation in the design of organizational structure (complexity, the official Central).

- Study (2) by (Ananda Mukherjee, 1995) entitled “ The evolution of information systems: their impact on the organizations and structures”, Department of Management and Marketing, Texas A & M International University, Laredo, Texas, United States , and made some parts of this paper at the annual meeting of the Academy in 1995 Management in Vancouver, Canada.

Summary of the study

Information systems and organizational structures are highly interdependent with each other. Over the years, information systems architectures evolved as well as structures of the central organization to form a more decentralized. This research looks at the evolution of all information systems and organizational structures. In this process, it seems the impact of computers on organizations, and studying ways to change the organization's structures, in collaboration with the changes in the information system architectures. It also refers to the logical links between information system architectures and the "fit" with a particular organization structures and strategies. The report concludes with some implications for organizational forms emerging and future, and provides a quick review of the impact of the Internet on small businesses that are typically used stand-alone computers.

- Study (3) by: (Alsalem and Malkawi, 2004) entitled “ The impact of the organizational structure in the quality of information” the study aimed to identify some of the characteristics of the organizational structure (centralized, standardized, official) and their relationship to the quality of information in the company's industrial Jordan has been the development A questionnaire prepared by the researcher specifically for this purpose and distributed to a twenty one Companies and has been distributing two hundred questionnaire.

The most prominent findings of the study:

1. The characteristics of the organizational structure ((standard and official)) are available with a high degree in this little contribution to the Jordanian industrial company where there is a low degree of official.

2. The information in the Jordanian industrial companies was a bit high quality and tends to increase interest in the quality of their information.

3. There is a relationship with statistical significance at level $(1 - \infty)$ between the characteristics of the organizational structure (centralized, standardized, formal) and quality of information.

Study (4). held by (Tarawneh, 1998), entitled “ Technology and organizational structure “, the study aimed to measure the relationship between the nature of technology and the organizational structure used in industrial corporations listed in the Jordanian Amman Financial Market which are (38) companies.

The findings of the study:

1. The study linked between technology rankings each other and between the dimensions of the organizational structure.
2. It also showed weak correlation relationships between the dimensions of the structure.
3. The results showed no relationship between the classifications (Woodward) (perrow) and organizational structure have been identified while found a relationship between organizational structure and (khandwalla) and (Thompson)’s classification.

At the end researcher develop a set of recommendations are mostly revolve around concentrating on administrative imaging.

Study (5),by (al-Tai, Aqidi. 2000) entitled “ The impact of maturity of Management Information Systems in the construction of the power structure in the organization”, the study aimed to show the impact of the systems in distribution the power between the formations regulatory vertically and horizontally if it is determined by the degree of reliability formations matrix and the amount of the financial allocations of its total budget of the organization and its ability to cope with the uncertainty over the possibility of environmental and replacement.

Results of the most prominent:

1. Validity of the indicators used to measure the level of maturity of the variables during the planning of the effectiveness of information systems and organization.
2. Adoption of management information systems do not lead to reducing the role of middle management but also lead to the expansion of the scope of the powers and responsibilities of this administration to strengthen its role in the completion of the organization's activities.

The impact of management information systems in the organizational structure

The concept of management information systems at organizational, technical, human, administrative integrated components and computer networks and databases work with the human resources with the knowledge worker in the context of a structured and coordinated to support the operations and administrative activities, in particular, to support decision-making processes of administrative non-structural (non-programmed) decisions, and administrative quasi structural (semi-programmed).

It also provides a variety of management information systems integrated to support directly and indirectly the administrative operations of its elements the core of planning, organizing, directing, coordination, control, and decision-making.

Integrated management information systems with other systems IT and management information systems tools are characterized by inherently flexible and structure cannot be separated management information systems for the organizational structure of the systematic, organizational structure, is the means and instrument of the planning objectives of the

organization consists of several organizational sub structures : production, services, explains the distribution of tasks, duties and responsibilities that follow each employee.

7. The concept of Management Information Systems:

MIS Is the configuration integrated structural and reactive with machinery and equipment, programs and rules that ensure the collection and processing of data for providing individual information timely and cost and quantity in the internal and external environment in which provides services to all levels of management in decision-making through the completion of administrative functions to achieve the best use of the information (al-Tai ,2006).

- And also known as a stand-alone environment or entity separated from the other entities from the environment, which employs the limits, and in most cases do not have the physical status of these limits it to the intangible (Sabbagh, 2004).
- Also known as a group of procedures and software, machinery, fixtures and science to data processing organization and retrieved (al-Tai, 2006).
- Environment contains a number of elements that interact with each other and their surroundings in order to collect and process data and computerized production and dissemination of information to those who need to decision-making (Sabbagh, 2004).

Types of Management Information Systems:

At the beginning management information systems were limited to processing and playback of data and the use of speed to achieve the advantages of a private work and is of interest by the administration, but now considering the diversity of the needs of administration according to organizational levels and according to the nature of the organizations have including:

1. Models of classification information systems :

Management information systems classified in the light of specific criteria, such as classified in the light of the support provided by the administrative levels or targets in the light of the functional and technical environment for these systems.

2. Transaction processing systems:

It is a Computer Information Systems recording and processing data that result from the frequencies routine activities or activities at the recording of transactions customers or transactions recorded storage movements and help in document all input and output of the organizational activities through computer nets.

3. Instant analytical processing systems:

It is the result of development of transaction processing activities, which holds the record and classify transactions and data processing related to business activities and daily tasks that are subject to certain circumstance. (Said Yasin, 2006)

Importance of management information systems:

The importance of information systems on organizations is not subjected to organizations but also to communities, peoples and nations, and the importance of information systems is the main pillar of the community and the importance of information systems include three subjects namely:

1. Integration of administrative functions:

It is the process of exploiting the resources available to the organization through the exercise of the functions of planning, organizing, directing and controlling access to the desired goals in the completion of all the jobs in achieving control and uniformity, precision and rationality in the completion of each of them and to provide the terms of the correct application of them, in the absence of information would separate plan from the reality and then you cannot force that resulting in an inability to apply the routing function and control.

2. Integration and functions of the organization:

A group of sub-systems that seek to achieve the goals partial derivative of the overall objective of building this integration, we find that most of the organizations are forming these systems functional by pooling similar activities (such as the function of individuals from assembling test activities and appointment and training and determine salaries, compensations).

3. Decision-making:

The importance of management information systems in decision-making and so far, lies in the success of the organization depends on the efficiency of the management in decision-making and information is the cornerstone of which focus on making and as far as accuracy, comprehensiveness and timeliness in providing the necessary information as far as that rises efficient the nature of those decisions and the degree of efficiency in taking depends on the quality of the information taken from the degree of accuracy in order to administration and effectiveness. (Al-Tai, 2006).

9. Organizational Structure:

Several definitions of the organizational structure appeared and these definitions like: A framework that would guide the conduct of the director of the organization in the decision-making is affected by the quality and nature of these decisions to the nature of this structure.

Robbins definition: how to distribute tasks and duties and the official, who followed by every employee, and coordination tools and interaction patterns to be followed and applied.

Stoner and Freeman definition: organizational structure is the way in which the division of the organization's activities, organization and coordination.

Blau definition: distribution individuals in a different manner in a way that social functions affect the relations between the roles among individuals. (Hussein harem, 2006).

Organizational structure dimensions:

A - Complexity:

It is the degree of variation and differentiation in the organization which is available in three elements of complexity, namely:

1. Horizontal differentiation:

Division the tasks into small parts and the division of tasks either by specialists trained highly on wide activities performance or through the distribution of tasks to individuals so that is assigned by performance; Whenever disciplines and duration of the training increase whenever the organization is complex and the more diversity of professions and specialties structure organizational complexity increased. The variables and more pronounced for horizontal differentiation in the organization is a division of labor and specialization under which leads the individual activities and functions properly.

2. Vertical differentiation:

It is less complexity than the horizontal differentiation refers to the depth of the organizational structure, measured by the number of organizational levels seemed high to

the lowest level. Greater the number of organizational levels increased complexity of the organizational structure, and vice versa.

3. Geographical differentiation:

The extent of the offices of the organization and its divisions and subsidiaries on a wide geographical area of any spatial extent of the spacing between the organizational units of the organization and the increasingly complex spatial activities whenever separated even if it stayed with no horizontal and vertical constant in all the plates isolated or separated spatially.

The importance of the complexity of the organizational structure of the organization:

Organization associated with the various measures associated with the relationship of mutuality, reliability and even be working in the effectiveness must be communication, coordination and control properly the more degree of complexity in the organizational structure, the number of employees in the units and activities and spread geographically and increase the need for communication and coordination, control and efficiency which increases the burden on managers in address the problems of communication.

B - Official:

It is the extent to which the organization of the laws, regulations, rules and regulations, decisions, procedures, and posted detailed in directing and controlling the behavior of the individual and his actions and his actions during his job and does not have to be such laws and regulations and written instructions, but must be appreciated by the known and linked to the official inverse relationship at the administrative level in the organization.

Official importance:

Working on the use of the official order to achieve the standard of conduct (control and predict) and is working to reduce the degree of diversity of behavior and help in coordinating the standard aware of where and everyone knows what he should.

C - Central:

A compilation of all the authorities the right to make decisions in senior leadership positions at the lower levels where they can make decisions without reference to senior management positions

The higher the concentration of decision , the degree of centralization increases. (Hussein harem ,2006).

The importance of organizational structure:

1. Reduces the differences between individuals to less extent possible structures imposed to ensure compliance with personnel and comply with the requirements of the organization.
2. Assist in the implementation of the plans successfully through the basic structure of the facility identifies activities that must be carried out.
3. Facilitate the identification of the roles of individuals in the organization - the operational structures of association by following the instructions, procedures and standards
4. Assist in the decision-making falls under each of these areas and sub Actual and can organizational structure from which to assist in achieving the goals of the facility. (Sabbagh 2004).

Key aspects of the organizational structure:

1. Distribution business, responsibilities and authorities between individuals.
2. Compensation authorities and monitoring adherence to design procedures.
3. Design systems and tools to ensure effective internal communication and participation of individuals in the decision-making process.
4. Provide rules and the means necessary to evaluate the performance of employees.

Internal organizing for MIS units and the responsibility of its management:

Internal organizing is one of the key things that relate to the effectiveness of the organization and information systems units, which is related to the design of an appropriate internal construction of these units and determine who is responsible for the administration, and when the company decides to take decisions it must achieve efficiency and effectiveness in completing the effectiveness of these units.

The design of organizational structure is based mainly on the activities undertaken in the framework of these units can be classified into four activities Actual activities, namely:

Administration; systems analysis and design; programming; operating and maintenance calculator.

In spite of the similarity of activities for all information systems that it is not necessary to adopt the same design in organizing events such systems is any difference in the designs for different information systems.

The compatibility of information systems with the aim to meet the needs of beneficiaries, it must work to choose the design that achieves these goals, and by providing organizations subset is in a link, which consists of a group of individuals who have the expertise like system analysts take responsibility for a double are engaged with beneficiaries of Services Information System Unit and assisting them in identifying their information needs hand working with analysts and programmers to meet these needs.

The model can be used based on the functions or departments that are within the organization and where there are units of information systems and where there is a group of programmers and locals are working on the organization of work teams by functions, and is working on the use of this model in organizations that work on the use of sophisticated technology and applications are information systems are very specialized by function organization and the success of this model should be coordination between these groups, especially in relation to the distribution of programmers and analysts completion of specific projects within the functional area given by him to have access to the exact details of these functions and gain experience in order to work on identifying the needs of the beneficiaries.

Regarding the responsibility of the daily work units to the information system, there is an opinion says that it is necessary to work on the assumption of responsibilities by people specialized technicians have the technological expertise and technical skills crisis in order to work on moving the effectiveness of these units, but it is not necessary to work to provide the capabilities of administrative, which means a lack of efficiency work on the identification and selection of data sources and channels of information flow.

Some of them must take action to have someone who specializes in administrative advantage of it in the possession of detailed knowledge in all administrative aspects related to the organization, and the larger the size of the organization whenever need increase to use management information systems. (Al-Tai, 2006).

Structural system information:

The emergence of Management Information System was the general trend on the design of large systems with integrated database and one structural centralized , has contributed to the evolution of computer and communication means long-term led to the emergence of a new structure centered around the possibility of processors on-site that are related to different locations through the network called (structural distributed).

10. Methodology of the study:

The study population consists of employees (male or female) who are working in Jordan Telecom in the province of North includes community study (97) male and female employees have been distributing the questionnaire (50) male and female employees make up what percentage (50 %) of the study population .

A tool of the study:

A tool to achieve the study , the researcher developed a questionnaire and through access to the theoretical literature on the subject of the study (management information systems and organizational structure) or on research and previous studies have also been found on a number questionnaires on the subject of the study.

Methods of gathering information:

1 . Secondary sources:

Include books and previous studies related to the subject of study for the purpose of collecting scientific theory material in order to clarify the basic concepts .

2 . Primary sources:

Represent the collection of data then prepared and approved and distributed to cover the side of the field to study and contain three parts:

Part I :

Aims to identify the characteristics of the organizational structure (independent variable) with a dedicated one paragraph for each of the characteristics and organizational structure which included questions from the (1-9) include official and central and normative .

Part II :

Aims to identify the quality of information and its impact on the design of the structure of the organization in the companies under study (dependent variable) has been allocated from the questions (10-13) .

Part III :

Aims to identify the obstacles to building the organizational structure of the company is the subject of study, which included questions from (14-20)

Fifth Likert measure adopted in this study:

- Strongly Disagree given degree and one (1)
- agree, give a second degree (2)
- Neutral given the fourth degree (3)
- Disagree is given to the fourth degree (4)
- Strongly Disagree given five (5)

Statistical methods:

SPSS have been using the style where results are extracted and then work to unload the data on particular models that are extracted by :

1. Stability test.

- Redundancy and averages and standard deviations (T) (degree of freedom).

Variables of the study :

This study aims to identify the impact of management information systems in the organizational structure of the organization.

Through this goal can identify the independent variable staple in this study, a management information systems and secondary variables and what the characteristics of the individual , it was the importance of measuring some of them , such as: sex, age , Job Title , qualification, years of experience)

The dependent variable includes three variables related to the organizational structure of the organization and as contained in the model study.

11. Statistical Analysis

The stability of the tool:

To verify that study tool was extracted internal consistency coefficient Cronbach alpha was 0.81, where this ratio was considered acceptable for the purposes of this study Describe the characteristics of the study sample.

Statement to describe the characteristics of the study sample was extracted frequencies and percentages for the variables (gender, age, marital status, level of administrative, academic qualification, years of experience, the monthly wage).

1. Sex.

Table (1)
Frequencies and percentages for the study sample by gender

Classification	Frequencies	Ratio
Male	30	60.0
Female	20	40.0
Total	50	100.0

Table (1) shows the frequencies and percentages by gender variable were the male category stood at a higher rate (60%) frequency (30) while the percentage of females (40%) frequency (20) means that the ratio of males was higher than the percentage of females in the study sample.

2 . Age

Table (2)
Frequencies and percentages for the study sample by age

Classification	Frequencies	Ratio
19-30	15	30.0
31-40	19	38.0
41-50	13	26.0
Above 51	3	6.0
Total	50	100.0

Table (2) shows the frequencies and percentages by age variable came from the age group (31-40) reached the highest percentage (38%) frequency (19) of the study sample, followed by age group (19-30) as a percentage (30%) and frequency (15), while the age group (51 and above) reached the lowest proportion (6%) frequency (3).

3. Qualification.

Table (3)
Frequencies and percentages for the study sample by Qualification

Classification	Frequencies	Ratio
High school and below	9	18.0
Diploma	10	20.0
Bc	25	50.0
Higher education	6	12.0
Total	50	100.0

Table(3) shows the frequencies and percentages by variable Qualification came category of bachelor holders the highest percentage of (50%) frequency (25), followed by a class campaign college diploma percentage (20%) and frequency (10), while the category campaign Graduate lowest proportion reached (12%) frequency (6).

4. Job title:

**Table (4)
Frequencies and percentages for the study sample by functional title**

Classification	Frequencies	Ratio
Director-General	2	4.0
Director	5	10.0
Division Chief	11	22.0
Staff	32	64.0
Total	50	100.0

Table (4) shows the frequencies and percentages by variable named career category of staff the highest percentage of (64%) frequency (32), followed by the category of Division Chief percentage (22%) frequency (11), while the category Director-General of the lowest ratio of (4 %) frequency (2).

5. years of experience.

**Table (5)
Frequencies and percentages for the study sample by years of experience**

Classification	Frequencies	Ratio
1-5 years	15	30.0
6-10 years	8	16.0
11-15 years	9	18.0
16 years and above	18	36.0
Total	50	100.0

Table(5) shows the frequencies and percentages by variable years of experience a class experience (16 years and above) reached the highest percentage (36%) frequency (18), followed by the category of experience (1-5 years) as a percentage (30 %) frequency (15) , while the category experience (6-10 years), the lowest percentage of (16%) frequency (8) .

Descriptive analysis of the sample:

A descriptive analysis of the answers of the study sample paragraphs was done , as shown in the tables below :

First, the impact of management information systems used on the characteristics of the organizational structure of formal and centralized and complexity.

Table (6)
Averages and standard deviations for management information systems used in descending order according to averages

Rank	number	paragraph	average	St dev
1	6	We Should punish people who arrive at the information illegally	4.34	.85
2	2	I share department managers to clarify the information needed to make decisions	4.02	.94
2	10	Information system allows the opportunity to complete the work daily directly	4.02	.91
2	12	Effective information system helps to shortage costs and increase sales	4.02	.82
5	8	For the implementation of the performance of the work is to rely on rules and procedures	3.98	.80
6	7	Director directly supervises the work in order to identify the extent to which workers	3.96	.90
7	1	I Refer to senior management in order to illustrate how the implementation of programs and policies	3.90	.89
8	3	Availability of model is clearly written and the duties and responsibilities of staff	3.78	1.13
8	9	Information available is characterized by high accuracy and reliability despite the increase in the volume of transactions	3.78	.93
		MIS used as a whole	3.98	.51

Table (6) shows the averages and standard deviations of the vertebrae management information systems used, where it came from paragraph (6), which states "should punish people who arrive at the information illegally," the highest arithmetic average was (4.34) and standard deviation (0.85) in the first place , while paragraphs (3), (9) and read "available model is clearly written in which the duties and responsibilities of the staff", "The information available is characterized by high accuracy and reliability despite the increase in the volume of transactions," the lowest arithmetic average was (3.78) and standard deviation (1.13), (0.93), respectively, in last place, and the arithmetic average of the total paragraphs of management information systems used (3.98) with a standard deviation (0.51).

Second, the technology and the design of organizational structure.

Table (7)

Averages and standard deviations for the technology and design of the organizational structure in descending order according to averages

Rank	number	Paragraph	average	St dev
1	11	There must be an effective communication system helps to cope with and keep up with technology	4.36	.78
2	5	When you encounter a new change in the work must rely on specific criteria	4.04	.73
3	13	available information system Line with the requirements of the resolutions in order to achieve goals	3.90	.84
4	4	Affect the reports submitted by the managers of the partitions on the decisions on the budget and procurement units	3.58	.93
5	16	Do not share the information system users in stages of construction	3.36	.96
6	15	The company's inability to keep pace with change	3.04	1.05
		Technology and the design of organizational structure as a whole	3.71	.43

Table (7) shows the averages and standard deviations of the vertebrae technology and design of the organizational structure , where it came from paragraph (11), which states that " there must be a system of effective communication helps to cope with and keep up with technology," the highest arithmetic average was (4.36) and standard deviation (0.78) in the first place , while the paragraph number (15) which states that " the inability of the company to keep pace with change ," the lowest arithmetic average was (3.04) and standard deviation (1.05) ranked last , with an arithmetic average of the total paragraphs of the technology and the design of organizational structure (3.71) with a standard deviation (0.43) .

Third: Obstacles management information systems and technology on organizational structure.

Table (8)

Averages and standard deviations for the constraints of management information systems and technology on organizational structure in descending order according to averages

Rank	number	paragraph	average	St dev
1	14	Of the obstacles facing the company's lack of a system of personnel training	3.80	1.03
2	19	Existing standards already working to restrict the work of the employee for the time being	3.46	1.03
3	20	Not allocate sufficient funding for the construction and development of the	3.28	1.21

		information system		
4	17	Failure to provide adequate support of the company's management to build and develop systems	3.12	1.04
5	18	The lack of a clear structure works on the renewal of the terms of reference and powers of the work of each employee	3.02	1.20
		Obstacles management information systems and technology on organizational structure as a whole	3.34	.78

Table (8) shows the averages and standard deviations of the vertebrae constraints management information systems and technology on organizational structure, where it came from paragraph (14), which states "of the obstacles facing the company's lack of a system of personnel training," the highest arithmetic average was (3.80) and standard deviation (1.03) in the first place, while The paragraph number (18) which states that "the absence of a clear structure works on the renewal of the terms of reference and powers of the work of each employee" at the lowest arithmetic average was (3.02) and standard deviation (1.20) ranked last, with an arithmetic average of the total of paragraphs Obstacles management information systems and technology on organizational structure (3.34) with a standard deviation (0.78).

Test hypotheses of the study:

The first hypothesis: There is a statistically significant relationship between management information systems used and the organizational structure of the company contact Jordan. To validate this hypothesis has been compared to the arithmetic average of the management information systems used and the organizational structure of the company in connection with the Jordan brand standard (3) - Standard accept the premise - using the test "T" as shown in the table (9).

Table (9)

Averages and standard deviations and test "T" for management information systems used and the organizational structure of the company in connection Jordanian compared to criterion (3)

	number	average	St dev	T value	Freedom degree	Statistical significance
MIS used	50	3.98	.512	13.494	49	.000

Table (9) shows the presence of statistically significant differences ($\alpha = 0.05$) between the SMA and the brand standard (3) as the value of "T" 13.494 and in terms of statistical amounted to 0.000 , which indicates the existence of a positive relationship for management information systems used and the organizational structure of the company contact Jordan from the point of view of the sample and this is accepted this hypothesis . The second hypothesis : There is a statistically significant relationship between the response of companies to the changes of technology and design of the organizational structure .

To validate this hypothesis has been compared to the arithmetic average of the extent of the response variables of technology companies to design and organizational structure with the standard mark (3) - Standard accept the premise - using the test "T" as shown in the table (10) .

Table (10)

Averages and standard deviations and test "T" to the extent of the response variables of technology companies to design and organizational structure compared to criterion (3)

	Number	Average	St dev	T value	Freedom degree	Statistical significance
Technology and organizational structure design	50	3.71	.430	11.732	49	.000

Table (10) shows the presence of statistically significant differences ($\alpha = 0.05$) between the SMA and the brand standard (3) as the value of "T" 11.732 and in terms of statistical amounted to 0.000 , which indicates the existence of a positive relationship to the response of companies to the changes of technology and the design of organizational structure from the point of view of the sample and this is accepted this hypothesis .

The third assumption: There is a statistically significant relationship between the constraints of management information systems and technology on organizational structure. To validate this hypothesis has been compared to the arithmetic average of the constraints of management information systems and technology on organizational structure with the standard mark (3) - Standard accept the premise - using the test "T" as shown in the table (11) .

Table (11)

Averages and standard deviations and test "T" for obstacles management information systems and technology on organizational structure compared to criterion (3)

	Number	Average	St dev	T value	Freedom degree	Statistical significance
the constraints of management information systems and technology on the organizational structure	50	3.34	.784	3.031	49	.004

Table(11) shows the presence of statistically significant differences ($\alpha = 0.05$) between the SMA and the brand standard (3) as the value of "T" 3.031 and in terms of statistical amounted to 0.000, which indicates the existence of a positive relationship to the constraints of management

information systems and technology on the organizational structure of the point view of the sample and this is accepted this hypothesis.

Extension frequencies and percentages for the study sample

	Strongly disagree		Disagree		Neutral		Agree		Strongly agree	
	number	%	number	%	number	%	number	%	number	%
1	1	2.0	2	4.0	10	20.0	25	50.0	12	24.0
2	2	4.0	1	2.0	6	12.0	26	52.0	15	30.0
3	-	-	10	20.0	8	16.0	15	30.0	17	34.0
4	1	2.0	4	8.0	18	36.0	19	38.0	8	16.0
5	-	-	1	2.0	9	18.0	27	54.0	13	26.0
6	1	2.0	1	2.0	3	6.0	20	40.0	25	50.0
7	-	-	4	8.0	9	18.0	22	44.0	15	30.0
8	-	-	3	6.0	7	14.0	28	56.0	12	24.0
9	1	2.0	3	6.0	13	26.0	22	44.0	11	22.0
10	-	-	4	8.0	8	16.0	21	42.0	17	34.0
11	-	-	1	2.0	6	12.0	17	34.0	26	52.0
12	1	2.0	-	-	10	20.0	25	50.0	14	28.0
13	-	-	4	8.0	8	16.0	27	54.0	11	22.0
14	1	2.0	5	10.0	11	22.0	19	38.0	14	28.0
15	2	4.0	16	32.0	14	28.0	14	28.0	4	8.0
16	1	2.0	8	16.0	19	38.0	16	32.0	6	12.0
17	2	4.0	13	26.0	17	34.0	13	26.0	5	10.0
18	5	10.0	15	30.0	9	18.0	16	32.0	5	10.0
19	2	4.0	7	14.0	14	28.0	20	40.0	7	14.0
20	3	6.0	12	24.0	13	26.0	12	24.0	10	20.0

12. Summary results of the study:

The study reached the following conclusions:

1. The study found that employees access information illegally.
2. The lack of an effective communication system helps to cope with and keep up with technology.
3. A positive relationship for management information systems used and the organizational structure in the Jordanian telecommunications company from the standpoint of the sample and this was accepted hypothesis.
4. A positive relationship to the response of the company's technological and design variables organizational structure from the standpoint of the sample and this was accepted hypothesis.
5. A positive relationship to the impact of management information systems and technology on the organizational structure and constraints from the viewpoint of the sample and this was accepted hypothesis.
6. Lack of a system of personnel training and standards that are already working to restrict the employee for the time being.

13. Based on the findings of the study, the following are recommended:

1. Warn and guide people who fail to reach the information illegally.
2. The involvement of managers in departments to clarify the necessary information Recombination decisions.
3. Work to find an effective communication system helps to keep up with technology.
4. The need for a system of personnel training.
5. Increase the company's ability to cope with changes.
6. Find a fair standard in motivating employees and providing material support sufficient staff.

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