Identification and Prioritization of Institutionalizing Methods of Organizational Culture Oriented on Human Munificence and Appreciation of Human Capitals
(Case Study: University of Sistan and Baluchestan)

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Abstract

Due to correction of the official system which have been instructed to governmental organizations in 2013, all organizations should benefit from a coherent plan to conduct organizational behavior based on human munificence and also to put value on human capitals, while in the current population of this research there were some ambiguous and unclear institutionalizing methods. So, in this project we will study the matter recognition and also priority of the organizational behavior institutionalization based on human munificence. This research is an applied study regarding the objective and is considered as a survey research according to data collection method. The statistical population of this research consists of 341 employees of University of Sistan and Baluchestan and among them, 132 employees are chosen randomly. In order to collect data, researcher-made questionnaire is used. The results of factor analysis confirmed all identified factors in the model (except for one factor) and this indicated that the mentioned factors can play a role in institutionalizing organizational culture based on human munificence. Finally, these factors were prioritized using Friedman test. The results indicated that meritocracy in structural dimension, accountability in behavioral dimension, value-orientation in semantic dimension, and piety in background dimension have the most priorities for institutionalizing human munificence-oriented organizational culture.

Keywords

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The Relationship between Authentic Leadership and Organizational Transparency (Case Study: General Directorate of Roads and Urban Development of Kerman)

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Abstract

The aim of this research is to study the relationship between authentic leadership and organizational transparency. The research method was descriptive-correlational. Statistical population was General Directorate of Roads and Urban Development staff of Kerman (270) and 118 subjects were selected using random sampling. The data collection tool was questionnaire. Validity of questionnaires was confirmed by experts' opinion and its reliability was confirmed by Cronbach's alpha coefficient. Data analysis was performed by Pearson correlation test and multiple regression (method: Stepwise). Results showed that there was a significant relationship between authentic leadership and its dimensions with organizational transparency. Results also showed that balanced processing dimension of authentic leadership is a significant predictor of organizational transparency, but the effect of other dimensions was not significant.

Keywords

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Impact of Social Information Process on Individual Misbehavior of Employees with Respect to the Role of Emotions and Cohesion as Moderators

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Abstract

This study investigates the impact of social information process on individual misbehavior of employees with respect to the role of emotions and cohesion as moderators among university employees. The descriptive statistics techniques have been used in this research .Using simple distribution sampling, the sample size of 162 has been selected from the population of 280 university employees. In performing the survey, several questionnaires such as Ferguson (2007), Beneeth and Robinson (2000), Watson Clark and Telgen (1998), Dobbins and Zakaro (1968), and Robins (1998) have been used to evaluate the list of variables including misbehavior, emotions, and cooperation, respectively. Also, to evaluate the model, Structural Equation Modeling (SEM) method and Smart PLS application have been used. Results suggest that there is a positive correlation between social information factors and misbehavior. In addition, the co-operation and emotion moderate the relation between social information and individual misbehaviors.

Keywords

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Investigating the Effect of Organizational Citizenship Behavior on Social Loafing (Case Study: General Directorate of Roads and Urban Development of Karaj)

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Abstract

This research was performed to investigate the organizational citizenship behavior effect on social loafing in General Directorate of Roads and Urban Development of Karaj. The organizational citizenship behavior concept has five dimensions consisting of royalty, affection, magnanimity, altruism, and virtue that were evaluated by questionnaire. The questionnaires of this research were distributed among 139 people of statistical population of all staff in General Directorate of Roads and Urban Development of Karaj. Structural equation model and Partial Least Square (PLS) methods of analysis were used to examine the hypotheses. The results indicated that among all organizational citizenship behavior dimensions, four dimensions have negative and meaningful effect on social loafing. The results of the research also indicated that among all organizational citizenship behavior dimensions, altruism dimension is the most influential to decrease social loafing.

Keywords

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Mediating Effect of Professional Commitment on the Relationship between Professional Competency and Job Performance
(Case Study: The Educationalists in University of Tehran)

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Abstract

The present study was done by survey to study the mediating effect of professional commitment on the relationship between professional competency and job performance. Research method was descriptive-correlational with an emphasis on structural equations. Statistical population of the research consists of all educationalists in University of Tehran (N=340). Cochran formula was used to determine the sample size and 180 individuals were selected as the sample that their selection was done by proportional stratified method. Data collection based on the three questionnaires of researcher-made professional competency, Meyer, Allen and Smith's professional commitment (1993) and Hersey and Goldsmith's job performance (1981) was performed which their Cronbach's alpha coefficient were obtained respectively, 0.92, 0.91, and 0.95, and face and content validity of the questionnaire were confirmed by experts. The method results showed that professional competency on professional commitment and job performance has a positive and significant impact and professional commitment has a positive and significant impact on job performance. Also, the mediator role of commitment was confirmed in the relationship between professional competency and job performance.

Keywords

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Impacts of Positive Organizational Behavior on the Reduction of Organizational Cynicism and the Mediating Role of Ethical Leadership

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Abstract

Because of increasing importance of dealing with organizational cynicism and reducing its harmful consequences for enterprises, this study attempts to analyze impacts of positive organizational behavior factors on the reduction of organizational cynicism. Psychological capital and psychological empowerment have been considered as the main variables of positive organizational behavior. Therefore, efforts have been made to examine the relationships between positive psychological capital and psychological empowerment and organizational cynicism. Importantly, in the meantime, the role of ethical leadership has been considered as a mediator. This research is a descriptive survey which its statistical population consists of employees of Social Security Branches of Qom Province and required data have been gathered through questionnaires. These data have been analyzed via SPSS 22 and AMOS 22 applications. Results of regression analyses and structural equations tests show that psychological capital, psychological empowerment, and ethical leadership can affect organizational cynicism negatively. While, ethical leadership has a mediating role in these relations.

Keywords

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Predicting Corporation Bankruptcy Using Cash Flow Statement: Applying Artificial Neural Network

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Abstract

Financial crisis of big companies during this decade led to introduce bankruptcy prediction models. The main objective of this study was to assess the information content of the cash flow of the companies listed in Tehran Stock Exchange for bankruptcy detection using artificial neural networks. The population of this research consists of firms listed in Tehran Stock Exchange for the period from 2005 to 2013. To this end, 84 companies including 42 bankrupt companies and 42 healthy firms were selected. This three-layer perceptron neural network is trained using back-propagation algorithm. According to the results, the neural network model with current liabilities to operating cash flow ratio, operating cash flow to interest coverage ratio, cash return on assets ratio, earnings quality ratio, and the ratio of expected instantaneous power in Iran is capable to predict bankruptcy. The findings also show that the model accurately predicted 99 percent for the year of bankruptcy, and the total insolvency procedures in one, two, and three years prior to bankruptcy are accurately predicted 91, 85, and 70 percent, respectively.

Keywords

Multi-layer perceptron network, artificial neural network, cash flow statement, bankruptcy prediction models, bankruptcy.

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The Effect of Emotional Memory on Organizational Innovation

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Abstract

Nowadays, along with development of information technology and knowledge-oriented global economy, the organizations should consider their intangible properties in order to survive and succeed in the current knowledge-based competitive world. Organizational memory as one of the instruments of knowledge management implementation has an important role in collecting and maintaining the organization's produced knowledge. In this regard, the nature of organizational memory including the procedural and declarative memory has attracted many attentions as an attractive research topic in management literature. However, emotional aspect of organizational memory and its effect on organizational innovation is such issue in management literature that few studies have focused on. Thus, this study is to investigate the effect of emotional memory on organizational innovation. On this basis, a questionnaire was distributed between 246 companies of Mashhad industrial state. The face and content validity of questionnaire were evaluated by obtaining the experts' opinions and its construct validity through conducting a confirmatory factor analysis. Research results indicated that emotional memory affects the organizational innovation through declarative memory and procedural memory in addition to the direct effect.

Keywords

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Effect of Organizational Culture on Social Responsibility and Organizational Commitment in Staff of Sport and Youth Departments: the Mediator Role of Professional Ethics

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Abstract

The purpose of the present study was to investigate the mediator role of professional ethics in organizational culture effects on staff's social responsibility and organizational commitment. Subjects were all staff of Sport and Youth Departments of Esfahan Province. The number of statistical sample was determined by Krejcie and Morgan table to be 201. Sampling was done by classified random method according to geographical distribution of service location. For data collection about organizational culture variable, Denison's questionnaire (2000), about social responsibility variable, Heidarzadeh and Rahpeima's questionnaire (2013), about organizational commitment variable, Allen and Meyer's questionnaire (1990), and about professional ethics variable, Kadvezier's questionnaire (2004) were used. Their face and content validity were confirmed based on professors' comments and their reliability was confirmed by Cronbach's alpha. For data analysis, structural equation modeling by Lisrel software was used. Results showed that organizational culture has a positive and significant effect on organizational commitment, by coefficient of 0.36, indirectly according to professional ethics mediator variable and on social responsibility by coefficient of 0.37. Thus, the mediator role of professional ethics variable and the research conceptual model were confirmed.

Keywords

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Identification of Generations in the Workplace in Iran

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Abstract

One of the effective factors in establishing communication with other people, in addition to the differences in personality, perception and values is the differences of generations in workplace. The primary purpose of the current study is the identification of current generations in organizations. According to the purpose, the present study is an applied research and due to the methodology this is a descriptive survey research. The statistical population of the present study consists of all governmental organizations. A number of 1353 employees from 5 provinces were selected as a sample via cluster sampling. Then, after data collection through researcher-made questionnaire, the research hypotheses were analyzed using SPSS. Findings obtained from data analysis indicate that there are 4 generations in Iran's workplace. The present study reveals that there are differences among generations including organizational hierarchy, computer using, and etcetera. These differences can make problems in coordination, coherence, and communication among different generations. Then, it requires understanding and improving communication skills in dealing with multi-generational forces in workplace.

Keywords

Generations, generation gap, generations in the workplace.

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Evaluation of Information System Development and Implementation Trends in the Field of Human Resource Management Using Text Mining Techniques

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Abstract

Human resource management has seen significant changes since the advent of information systems; also, the vast application of information systems in human resource management is not overlooked, but what information systems in which human resource management areas played a more significant role was an important issue that has not been addressed so far. As a result, the purpose of this paper is to find the relations of words, recognize the most frequent words, and study the trends of information systems in the field of human resource management through text mining approach. Among text analytic methods, word-weighting, word-correlation, text clustering algorithms have been applied to the dataset of high-ranked information system journals and our dataset is obtained from Scopus database between the years of 2013 and 2017; then, this study utilizes text mining algorithm on the titles, abstract and keywords of the papers and tries to find the relations of the words and general trends of information systems in the field of human resource management. The results present practical information which can help students and scholars to understand a useful overview and provide them with the opportunity to focus on new topics of new trends of information systems in the field of human resources. Some results of this paper are the importance of knowledge management and especially knowledge-sharing process, virtual teams, use of human resource information systems, and also the key role of social networks in organizations.

Keywords

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