

Impact of Organizational Culture on Organizational Commitment: Role of Mediating Entrepreneurial Orientation in National Iranian South Oil Company

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(Received: December 8, 2014; Accepted: May 31, 2015)

Abstract

The present study evaluates effects of organizational culture on organizational commitment with emphasis on the role of mediator entrepreneurial orientation departments within the material procurement management at national Iranian south oil company. Statistic population included of 470 experts and managers, 23 departments within the material procurement management that using stratified random sampling and Cochran formula, 211 were select as the sample size. Data was gathered by questionnaire that validity of faculty members and reliability using a composite reliability and Cronbach's alpha confirmed. Data analysis using Structural Equation Modeling (SEM) with Partial Least Squares (PLS) approach and Smart PLS software conducted. The results indicate a positive and significant impact of organizational culture on organizational commitment (0.50), organizational culture on entrepreneurial orientation (0.90) and entrepreneurial orientation on organizational commitment (0.46), and entrepreneurial orientation as a mediator in the effect of organizational culture on organizational commitment intensity (0.414) influence.

Keywords

Entrepreneurial Orientation, Material and Procurements Management, Organizational Commitment, Organizational Culture.

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Model of Leadership based on Soft Power in Iranian Higher Education

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(Received: September 27, 2015; Accepted: February 20, 2016)

Abstract

Joseph S. Nye believes that the impact of cultural attractions and values on producing power in leadership results from the components of communications, policy vision and emotional intelligence. This article aims to identify the local model of organizational leadership based on soft power in Iran higher education. It is an exploratory mixed methods research which is done by conducting interviews with experts in the national higher education and providing questionnaires administered to followers in higher education. It has provided the factors affecting the local model including behavioral-ethical, social-communicational, skilled-professional, cultural-normative, political-visionary and ideological-spiritual areas. The results show that the indigenous model and the model of aforementioned expert differ with respect to the indices mentioned.

Keywords

Hard power, Higher education leadership, Power, Soft power.

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The Relationship between Business Intelligence Maturity and Employees' Intelligence in Iranian Companies that Use Expert System

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(Received: September 1, 2015; Accepted: February 4, 2016)

Abstract

The advent of new information technology has radically changed the end-user computing environment over the past decade. To enhance their management decision-making capability, many organizations have made significant investments in business intelligence (BI) systems. In order to achieve increased and sustainable business results, organizations need to use suitable strategy to engage personnel. This research is a correlational study and aims to explain and clarify the inter-relationships and the interaction effects among business intelligence systems maturity and employees' intelligences. The survey sample population consisted of 313 randomly taken employees and managers who applied BIS in their companies, according to a cluster random sampling skim. To examine the hypothesis we used Spearman's rank correlation and Z test. Fuzzy AHP was used for ranking of criteria. An important part of the results revealed business intelligence systems maturity relates directly with Logical intelligence, Cultural intelligence and Emotional intelligence.

Keywords

Business intelligence maturity, Cultural intelligence, Emotional intelligence, Logical intelligence.

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Study the Effect of Job Characteristics on Organizational Indifference of Employees with a Mediator of Person–Organization Fit (Case: Gas Company of Isfahan Province)

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(Received: April 29, 2015; Accepted: October 21, 2015)

Abstract

Since the staffing are the most important and valuable assets in organization, and achieving organizational goals depends on the commitment and expertise of its human capital, the identification and analysis of issues that impede the flourishing of this valuable asset and led them to be indifference; has a special importance. The aim of this study was analysis of the effect of job characteristics on organizational indifference of employees with a mediator of person-organization fit. This investigation is a practical research. The samples of the study consisted of 340 employees in the gas company of Isfahan province which selected with classification method. Of these samples, 271 questionnaires were returned. The John Wagneer, Scroggins and Danaie fard questionnaires were used for data collection. Analysis of data showed that the model of current study had a good fitness and reported the fitness indexes in results. Results showed that job characteristics had an indirect and positive effect on person-organization fit and negative effect on organizational indifference. Person-organization fit had a negative effect on organizational indifference.

Keywords

Job characteristics, Organizational indifference, Person-organization fit.

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Typology of Employees' Subjectivities in Public Organizations about Training: Research Based on Q Method

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(Received: April 29, 2015; Accepted: December 29, 2015)

Abstract

Having competence employees has been considered as a competitive advantage by a lot of successful companies. Therefore, they expend a lot of money for employment, preservation and promotion of their personnel. One of the most important methods for achieving this goal is training people constantly to make them familiar with new work methods and procedures and encourage them to create new methods. The object of this paper is diagnosing perceptions and subjectivities of public organizations' employees about training. Therefore, the research uses Q research method. The results of factor analysis determine three types of subjectivities in Public organizations. One group is named enthusiasts, another named profiteers and last group named critics. This research has been done in Iran Power Development Company (IPDC) that is a public organization.

Keywords

Organizational training, Public employees, Q method, subjectivity typology.

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The Relationships between Organizational Culture and Organizational Citizenship Behavior with Utilization of Denison Model in the Ministry of Industry, Mine and Trade

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(Received: August 27, 2015; Accepted: May 14, 2016)

Abstract

Taking into consideration the spreading influence of cultural dimensions on human life, focus of this research is on the relationships between Organizational Culture and Organizational Citizenship Behavior with the use of Denison model. This is a field research with descriptive-correlational method and from aspect of goal, is applied research. Statistical population includes the whole staff of Ministry of Industry, Mine and Trade, in which among 1253 of them, with random sampling method, 90 were chose as the sample. Necessary data have gathered through the Standard questionnaire of Denison for Organizational Culture; and Standard questionnaire of Organ for OCB, and analyzed through the Spearman, Multiple regression and Kendall's W tests. Considering the findings indicates when the relationships between independent and dependent variables are analyzed separable, all of four dimensions of model have meaningful relationships with OCB ;But when the simultaneously effect of independent variables on dependent variables are analyzed ,only Mission dimension make improve OCB of employees. This fact indicates that organization for improving of citizenship behaviors should try to encourage Involvement dimensions, which are Empowerment, Team Orientation and Capability Development.

Keywords

Denison model, Organizational citizenship behavior, Organizational culture.

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Workplace Discourse Analysis: Role of Relational-Executive Episodes at Work

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(Received: January 30, 2015; Accepted: June 2, 2015)

Abstract

This study is an attempt to adapt a post-structural approach for the analysis of ‘trans-relational’ episodes prevalent in the study of workplace discourse analysis. To do this, the talk between three employees working at the same office was recorded and analyzed based on a discourse analytic framework. The results of data analysis revealed that five types of relational episodes are frequent in this context; a) general narratives, b) organizational narratives, c) greetings and leave takings, d) medial-relational, and e) trans-relational. It was also found that the five prominent application of such episodes are; 1. Appraisal of organizational actions, 2. Disclaimer, 3. Criticism of others, and 5. Expression of organizational identity. Based on the findings it is suggested that the epistemic and methodological role of Discourse Analysis as a mean for analysis of abstract and complex workplace phenomena should be realized. Further, Discourse Analysis implications for developmental of educational purposes in HR and Social Capital studies is significant.

Keywords

Organizational culture, Relational-executive episodes, Social capital, Workplace discourse analysis.

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Relationship between Leader Empowering Behaviors and Occupational Stress

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(Received: July 18, 2015; Accepted: January 7, 2016)

Abstract

Present research studies the relationship between leader empowering behaviors and Occupational stress in Qom Agricultural Jihad Organization. To measure leader empowering behaviors, Hoy's leader empowering behaviors model and for measure Occupational distress, Rondelof and Blackburn questionnaire have been used. Statistical sample consists of 70 employees of Qom Agricultural Jihad Organization who answered the questions in winter 2014. In terms of aim, present study is an applications one and in terms of data collection, it is correlational- descriptive study. It is categorized in correlative studies. The findings of confirmatory factor analysis show that all aspects of leader empowering behaviors have positive significant relationship with knowledge management. Likewise, the results of single community statistical average test show that leaders' enabler behaviors and Occupational stress have ideal situation in Qom Agricultural Jihad Organization. Since Occupational stress is a strategic tool to achieve aims and outlooks and considering the important role of leader empowering behaviors in achieving this aim, today organizations should highly matter the role leader empowering behaviors in Occupational stress to survive in today competitive world.

Keywords

Agricultural Jihad Organization, Leader empowering behaviors, Occupational stress.

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Studying and Understanding the Impact of Cultural Intelligence on Organizational Health

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(Received: July 1, 2015; Accepted: February 9, 2016)

Abstract

Health status of individuals and organizations allows Expected to have higher performance. Due to the fast moving world of today's globalization Managers to have a healthy organization must be equipped with a weapon called cultural intelligence. Cultural intelligence as an ability to function effectively in different cultural environments is defined. This study examines the effects of cultural intelligence on organizational health in Malayer City and Ang et al. cultural intelligence model is used with four components: Metacognitive, cognitive, motivational and behavior, and Two models have been used to study the composition of organizational health that they are combined Fisher et al.. In this study variables were assessed using questionnaires and Cronbach's alpha reliability of the method has been confirmed. Based on the results, there is a correlation between cultural intelligence and organizational health. The entire research hypothesis was accepted.

Keywords

Cognitive intelligence, Cultural intelligence, Metacognitive intelligence, Motivational intelligence, Organizational health.

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Investigating the Impact of Thriving at Work on Employees' Job Performance and Psychological Wellbeing (Case: Refah Bank)

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(Received: June 17, 2015; Accepted: January 3, 2016)

Abstract

According to recent researches in the field of positive organizational scholarship, one of the effective components on employees' job performance and psychological wellbeing is the concept "thriving at work" which implies a feeling of vitality and learning by a person simultaneously while doing job tasks. Statistical population of this study is employees of Refah Bank and the sampling method is simple random sampling. The sample size was estimated 269 by using limited population formulate. This study is used a descriptive and correlation research and three questionnaires including thriving at work, job performance and psychological wellbeing have been used for data gathering. The results of Pearson correlation test in this research show that thriving at work has a positive and significant relation with job performance ($r= 0.254$, $P= 0.01$) and psychological wellbeing ($r= 0.551$, $P= 0.010$). Also the results of regression analysis show that thriving at work is a significant predictor of job performance ($P< 0.001$, $\beta= 0.254$) and psychological wellbeing ($P< 0.001$, $\beta= 0.551$) which mean that the more thriving employees feels, the more job performance and psychological wellbeing they have.

Keywords

Job performance, Positive organizational scholarship, Psychological wellbeing, Thriving at work.

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Relationship between the Seven Dimensions of Organizational Intelligence and Empowerment in Employees

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(Received: March 16, 2015; Accepted: January 10, 2016)

Abstract

The present study has carried out in order to investigate the relation between organizational intelligence and empowerment. The research method is survey and the statistical population of the study includes 392 employees of Payame Noor university of Kerman province. Measurement tool includes two questionnaires: 1. Albercht's 49-item questionnaire, 2. Empowerment 15-item questionnaire. The sample of this research is equal to the statistical population so 392 employees have been chosen as the sample of this research. The achieved results show that: 1. There is a relation between organizational intelligence in strategic vision, shared fate, tendency to change, mood, alignment congruence, applying the knowledge, performance pressure with empowerment (0.298, 0.306, 0.373, 0.389, 0.298, 0.362, 0.4). 2. There isn't any relation between sex, job experience and education with organizational intelligence (-0.025, 0.064, 0.056). 3. Multiple correlation coefficient between empowerment and strategic vision is (0.400) which 16% of empowerment variance is determined by it, and for mood is (0.431) which 18% of empowerment variance is determined by it.

Keywords

Dimensions of Organizational Intelligence, Empowerment, Organizational Intelligence, University Employees.

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The Effects of Job Training and Organizational Culture on Globalization (Company of Kayson)

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(Received: October 29, 2015; Accepted: June 13, 2016)

Abstract

This research is done based on the effects of job training and organizational culture on globalization. The purpose of research is practical and data has been gathered by descriptive and correlation method. The sample was selected, as many as 115 people from 256 of experts, seniors, supervisors and managers, by categorized random sampling method and Cochran Technique. The tool of gathering data was questionnaire. The validity of questionnaire confirmed by professionals and for reliability we used Cronbach's Alpha, that was 0.951. Then, to analyze data applied confirmatory factor analysis and structural equation modeling. The results show that job training and organizational culture affected on globalization and job training effected on organizational culture too.

Keywords

Denison organizational culture, Globalization, Job training, Organizational culture.

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The Mediator role of Psychological Empowerment in Explaining Relationship between Transformational Leadership and Job Engagement

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(Received: July 7, 2015; Accepted: January 6, 2016)

Abstract

The purpose of this study is to analyze the relationship between Transformational leadership and job engagement by mediating role of psychological empowerment. Concerning its purpose, the study is practical and considerate the data collection procedure it is a descriptive correlation study. The population of the study includes all Kurdistan Province Education Office staff (200 subjects) which samples of 127 subjects were chosen through simple random sampling procedure. The instruments used were the Transformational Leadership Questionnaire, Psychological Empowerment questionnaire and Job Engagement Questionnaire. The validity and reliability of the questionnaires were verified using expert judgment and Cronbach's *alpha*. Data were analyzed using Pearson correlation, one sample t test, multiple and simple linear regression, and path analysis. The results revealed that dimensions Transformational leadership impact on job engagement. Results also showed that psychological empowerment can played role of mediator in create or increase the relationship between the components of transformational leadership and job engagement.

Keywords

Job engagement, Psychological empowerment, Transformational leadership.

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Performance Evaluation Using Data Envelopment Analysis and Topsis (Case: Mashhad Municipality's Youth Consultants Group)

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(Received: June 28, 2015; Accepted: January 18, 2016)

Abstract

Performance management is one of the special topics of strategic human resource management that is a useful tool for improving the performance of the employees and the organization. If the performance management is designed and implemented in the organization with its requirements and prerequisites, it can identify some of the organization's problems to provide feasible strategies to solve them. This study aims to evaluate the performance of Mashhad Municipality's Young Consultants Group according to the Data Envelopment Analysis method (DEA) and TOPSIS. This research is descriptive and applied that library and field studies have been conducted and also tools included observation, interviews and questionnaires. To determine criteria for the research used exploratory factor analysis and the results show that all seven of the organizations were efficient and units, respectively, G, C and D received the highest rating.

Keywords

DEA, efficiency, Performance evaluation, TOPSIS, Young Consultants Group.

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