

## The Effect of Person-Job Fit on Turnover Intention & Job Quality Improvement with Emphasis on the Mediating Role of Job Involvement: Evidence of Brokerage Industry

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### Abstract

Employee's turnover intention is one of the main concerns of human resource managers and one of their main purposes is try to job quality improvement. One of the factors that influence these variables is job fit and the aim of this study is to investigate the effect of this variable on employee's turnover intention & job quality improvement according to mediating role of job involvement. This study, in terms of objective is applied and in terms of data collection is descriptive-survey. The Data was collected from brokerage corporations of Tehran exchange and the conceptual model was tested using of structural equation modeling (SEM) and SPSS 20 and Amos 20 software were used to analyze the data. The results of the analysis of 357 questionnaires revealed that person- job fit has a negative and significant effect on employee's turnover intention. But, there is a significant and positive association between person-job fit with job involvement and person-job fit with job quality improvement. Also, job involvement has a negative and significant effect on employee's turnover intention and the effect of job involvement on job quality improvement isn't significant.

### Keywords

Job Involvement, Job Fit, Job Quality Improvement, Turnover Intention.

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## The Relationship between Transformational Leadership and Organizational Excellency in the High Schools of Khorramabad with Emphasis on Organizational Wellbeing

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### Abstract

The purpose of this study is to determine the relationship between transformational leadership and school organizational Excellency with the mediation of organizational wellbeing. The study method is descriptive. The sample consisted of 302 people from high school teachers of Khorramabad city who were selected using stratified sampling. Measuring Tools consists of three questionnaires measuring transformational leadership developed by Bass and Avolio (1997), Performance evaluation questionnaire based on the EFQM Excellence Model and organizational well-being Questionnaire. To analyze data the structural equation modeling was used. The result showed that transformational leadership has a significant relationship with organizational excellence.

### Keywords

Leadership style, Organizational Excellency, Organizational Wellbeing, Transformational leadership.

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## Designing Model of the Formation of Financial Violations of Public Managers with the Intention of Achieving Organizational Goals

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### Abstract

The current research has analyzed the financial violations of public managers to intention of achieving organizational goals with the purpose of designing their formation pattern. Relying on qualitative methodology, this research has been done via Grounded Theory (GT). A semi-structured questionnaire has been made to gather data and using snowball sampling method, sixteen of experts familiar with financial and administrative problems of public organizations were selected and interviewed. Data were analyzed in three stages of open coding, axial coding and selective coding and the pattern was built upon their results. This pattern includes causal conditions (constructive cause in two levels of governing system and executive sector and perspective cause in two levels among powers and executive sector), strategic category (law -oriented, consequential and passive), environmental conditions (Subjective factors and objective factors), intervening conditions (Internal factors and external factors) and outcome categories (Outputs and outcomes).

### Keywords

Consequential-oriented approach, Financial violations, Law-oriented approach, Violation.

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## Investigating the Effect of Organizational Culture on Trust Making Among the Staff of Sirjan Executive Departments

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### Abstract

This research implemented to investigate the effect of organizational culture on trust making among the staff of Sirjan executive departments. This inquiry is an applied-base objective, a correlation-base nature/methodology. The statistical population entails the employees of the preceding organizations; the number of them added up to 1403 individuals in 2015. The sample includes 302 subjects based upon Kerjcie & Morgan table (1970) which appointed in proportionate stratified random sampling regarding each department portion and the connected personnel. The data gathering tools have been two standard questionnaires. To test the hypotheses, first, the probe measurement models evaluated and estimated in Amos Graphic Software via confirmatory factor analysis. Then, they fitted via structural equation modeling. Also, the investigation models studied and assessed through six indices (Chi Square; Normalized Chi Square; Incremental Fitness; Comparative Fitness; Tucker-Lewis; and Root Mean Square Error of Approximation). The findings show that organizational culture and two components (task oriented/support oriented) do not have significant effect on trust making. But, the component success oriented has significant and inverse effect on trust making.

### Keywords

Organizational culture, Power oriented, Success oriented, Task oriented, Trust making.

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## An Approach on Role State in Enforcement Citizen Culture Participation

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### Abstract

By assuming state obligation in citizen participation, present paper attempts to address the role of government in fostering public participation culture. According to authors, state real will plays a vital and undeniable role in attracting public participation path. Hence, states' resistance and unwillingness to public participation in power exertion would pose a serious threat against public section. According to present paper, public participation is a radical factor on considering political regime as democratic which cannot be realized except than participation culture development and enhancement. Hence, the main concern of present study is on creating participation cultural grounds and emphasis on needed steps including citizen training, reintegration, orienting the participation, organizing effective groups in power, free media and deregulation to which the state should be obliged. Utilized methodology in present study is a combination of descriptive, analytical and causal techniques due to problem – orientation nature of the research.

### Keywords

Cultural building, Enforcement culture participation, Practicability of citizen, Role of state.

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## Investigating to Relationship between Quality of Work Life and Organizational Identity of Faculty Members

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### Abstract

The purpose of this study was to investigate the relationship between quality of work life and organizational identity of faculty members in Islamic Azad University of Zanjan Branch. For this purpose, in addition to theoretical and literature studies, data were collected through Walton (quality of work life) and Mael & Ashforth (organizational identity) questionnaires that the reliability was %91 and %87 respectively. The statistical population consisted of 280 full-time faculty members of Islamic Azad University of Zanjan Branch, which 98 were selected through stratified random sampling. The research method was «applied research» in term of purpose and so it was «correlation research» in term of data collecting method. Analyzing data using descriptive and inferential statistical, findings showed that the mean of quality of work life among faculty members was equal to the assumed mean and organizational identity are higher than assumed mean. So there are the positive and significant relationship between quality of work life and organizational identity. Therefore it can be concluded that the higher the quality of work life of faculty members are more the organizational identity and vice versa.

### Keywords

Faculty members, Organizational identity, Quality of work life.

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## The Study of the Effect of Emotional Intelligence Dimension on the Employee Performance (Case: Sport Channel of Islamic Republic of Iran)

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### Abstract

The ability to comprehend and analyze one's emotional experiences leads to the ability of knowing one's self in communicating better with the environment and that controlling the emotions and developing the amplification of being good would be its outcome. Professional functionality is influenced by the ability of the staffs in utilization of emotions for facilitating the functionality and Staffs may take benefit of negative and positive emotions as an advantage in improvement of their own functionality. Objective of this research is studying the effects of emotional intelligence of the staffs of the Sports Channel on their functionality and its dimensions. Therefore, such differences apparently have meaningful influence on our life style, such as physical and mental health, functionality, occupation and social behavior. This research is accomplished using both questionnaire and quantitative methods and examined on 140 staffs of Sports Channel. Emotional intelligence and its four dimensions have a direct connection to the functionality of staffs and any increase in self-awareness, management of relations, social awareness and self-control will increase the functionality of the staffs. Concluding, emotional intelligence as an intermediate and organizer factor can improve the functionality of a group.

### Keywords

Emotional intelligence, Function, Management of relations, Self-awareness, Social-awareness and self-control.

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## Ranking Organizational Justice Dimensions Using TOPSIS Technique (Case: Imam Khomeini Relief Committee (RH) of Khorasan)

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### Abstract

This study aims to rank the indicators and dimensions of the organizational justice. It is a cross-sectional study with a survey approach. The population of the research consists of the entire staff of the Imam Khomeini Relief Committee (RA) in Khorasan. A sample of 280 participants who are selected by cluster random sampling method, were instructed to use the Cochran formula. The Standard questionnaire of justice, "NyhvandMoorman" has been taken as the main tool for gathering needed information which has reported acceptable reliability and validity coefficients. The results of the data analysis were determined based on the TOPSIS technique. It is found that the ratio of the caring and respect of the heads toward the clerks is on the top with an outstanding difference with the others. Rating of the staff's hours of working with a ratio of 0.2633 has been taken as the topest. Rating of the organizational justice in the study includes communication justice, procedural justice and distributive justice. Another finding of the study was that there is no meaningful difference between the components of the age, work experience and education level of the staff and the perception of being fair in their organization.

### Keywords

Multi-criteria decision Making, Organizational justice, Ranking, TOPSIS.

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## Organizational-Professional Conflict among Nurses and Healthcare Workers and Effect on Human Resource Performance

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### Abstract

Today's, the organizational and professional commitment plays an important role in the success of organizations that can show a variety of forms. This paper seeks to investigate the organizational – professional conflict and their effect on and quitting intention (QI) and job satisfaction (JS), in through the nurses and healthcare workers. The research is applied in terms of purpose and in terms of nature and method, is a descriptive survey that has been used by path analysis model. Data were collected through a survey questionnaire for a sample of 169 nurses and healthcare workers. In order to test the hypothesis in the end, LISREL software and Path Analysis Model (PAM) is used. Findings indicate that there is a negative significant impact of OC and PC on OPC. Also, OC and PC had a negative significant impact on QI and positive significant impact on JS.

### Keywords

Organizational-Professional Conflict, Organizational Commitment, Professional Commitment, Job Satisfaction, Quitting Intention.

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## Study of Barriers for the Successful Implementation of Knowledge Management in Universities and Providing Guidelines

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### Abstract

As universities are at the top of the institutions producing Knowledge, and the Knowledge, similar to other resources of an organization, must to be managed, it is expected that the universities make their initiative role to achieve the competitive privilege of the Knowledge management and establish its mechanisms. For this aim, the prerequisite is to assess the level of the university capability to establish the Knowledge management. This research by 38 Items, based on survey method, using questionnaire measure, has examined restrictions (elements) preventing the implementation of Knowledge management in the selected universities (Tehran-Qom paradise, holy Masoomeh (S), Qom university) of Qom county. The sample volume contains 261 individuals selected within the faculty and expertise of the universities by the stratified random sampling method. The validity of the research has assessed to be up to 95% by using content validation methods, as well as the research Justifiability by using Cronbach's alpha coefficient. The findings suggest that these universities' factors of Infrastructures of IT (all of the elements), structure (decentralization and informality elements), and the factor of human resources (the element of IT staff) for implementing the Knowledge management have a pleasant condition now. All elements of the management factors, other staff's element of the human resources factor, Team structure element of the structure factor, however, have an unpleasant conditions and appear as an obstacle in front of implementing the Knowledge management. By regarding to the results, eventually, some proposals are made to improve the conditions of these factors and elements in the universities.

### Keywords

Human resources, Infrastructure of IT, Knowledge, Knowledge management, Management factors, Organizational structure.

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## **An Investigation on Relationship between Organizational Silence and Agility Organization from Higher Education Employees View (Case: Yazd University)**

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### **Abstract**

This study has done for surveying the effects of organizational silence on organizational agility from higher education employee's view in Yazd University. The researches method is descriptive – correlation. Statistical Society of this research was included all the Yazd University employees (425 people) in 1393 that 100 people were selected randomly based on Cochran's formula. To assessing the main concepts in this research, were used two questionnaires (organizational silence and agility). The collected data were analyzed by structural equation modeling. The results showed that organizational silence have positive and significant relationship with organizational agility.

### **Keywords**

Obedient Silence, Defensive silence, Organization agility, Organizational silence, Type friendly silence.

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