

Analyzing and Evaluating Human Resource Risks; Using Fuzzy DEMATEL and Fuzzy Similarity Techniques

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Abstract

Despite increasing attention to human resource area of research as a value generating asset, managing its risks have not been studied systematically. In this study a quantitative approach for analyzing and assessing the human resources risks has been adopted. First, the multiple dimensions of human resource risks and their components were identified through semi-structured interviews with experts of human resources field in one of the major organizations in the power industry. In the next step, five criteria were presented to analyze the risks and causal interaction between the human resources risks as one of the criteria of analysis were identified using fuzzy DEMATEL technique. In the final step, the estimated level of risks were compared according to analysis criteria and human resources risks were ranked based on the five given indicators using Fuzzy Similarity Technique. The results showed that human resource operational risks have the greatest total effect both given and received in the network of interrelationships among risks and have the highest priority based on analyzing criteria compared to other four main areas of human resource risks.

Keywords

Analysis, Evaluation, Fuzzy DEMATEL technique, Fuzzy similarity technique, Human resource risk.

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Cultural Intelligence and Its Relation with the Need for Achievement motivation Site Contacts Regional Khorasan Razavi

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Abstract

Proper managers in modern organizations have high technical skills as well as personal, cultural and emotional intelligence. This article aimed to study the relationship between cultural intelligence and achievement motivation. This research is applied and the research method is descriptive - correlational. The research Statistical Society of research was managers and heads and deputies, Khorasan Razavi, Iran Mokhaberat Company. Due to the limited research using Cochran formula samples, 60 were selected. Two questionnaires to measure cultural intelligence gathering quest for success is specificity. Using correlation and multiple regression research hypotheses are tested. Our findings indicate a strong relationship between cultural intelligence and achievement motivation tetra model managers there. Among the four dimensions of cultural intelligence, behavioral and motivational dimensions showed causal relationship with the ambition to succeed.

Keywords

Achievement motivation, Behavioral intelligence, Cognitive intelligence, Cultural intelligence, Meta Cognitive intelligence, Motivational intelligence.

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Studying the Effects of Diversity Management on Behavioral Outcomes, with an Emphasis on the Moderating Role of Organizational Culture in Iran's Steel Industry

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Abstract

The present study aims to Studying the effects of diversity management (DM) and its approaches on behavioral outcomes (job satisfaction, job involvement, OCB, turnover intention, and talented worker attraction), with an emphasis on the moderating role of organizational. This research is applied and the research method is descriptive - correlational. According to the Cochran's formula, this study sample comprises 383 employees of four Steel companies in Yazd province; which have been selected randomly. Data were collected through questionnaires such as diversity management, organizational culture and behavioral outcomes, with values of reliability (and validity) 0.91 (0.81), 0.96 (0.53) and 0.83 (0.54), respectively. Data analysis was conducted using PLS-based SEM by Smart-PLS2. The results showed that DM and its strategies has a positive effect on behavioral outcomes such as job satisfaction, job involvement, OCB, and talented worker attraction, and have a negative effect on employees turnover intention. Unlike the Reactive and Compliance DM, Proactive DM has had a significant effect on all behavioral outcomes. The moderating role of the team and rational culture has also been verified.

Keywords

Behavioral outcomes, Compliance diversity management, Organizational culture, Proactive diversity management, Reactive diversity management.

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Investigating the Effect of Employee Empowerment on Organizational Development with Emphasis on Perceived Organizational Support

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Abstract

The goal of this study was investigating the effect of employee empowerment on organizational development with emphasis on perceived organizational support. This research is applied and the research method is descriptive - correlational. The Statistical population was all female and male personnel (1044) at Shiraz University and the method of Simple random sampling. In order to do research, a sample of 122 people was selected from the staff of the university. The instrument to collect data consisted of three questionnaire of organizational development, organizational support questionnaire and an employee empowerment questionnaire, which after computing validity and reliability distributed between the samples and gathered. Data were analyzed by SPSS and Lisrel softwares using Pearson correlation coefficient and path analysis. The results indicated: There is a meaningful relationship between employee empowerment, perceived organizational support and organizational development. Employee empowerment has significant impact of organizational support. Employee empowerment has significant impact of organizational development with mediator's organizational support. Employee empowerment can directly affect organizational development. But the employee empowerment indirectly and by organizational support can affect organizational development. Practical implications of the findings were discussed.

Keywords

Employee empowerment, Organizational development, Organizational support.

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Examining the Relationship between Transformational Leadership and Organizational Citizenship Behaviors with Emphasizing on the Role of Public Service Motivation and Goal Clarity

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Abstract

After years of reforms in public sector, so many questions regarding the effects of leadership behaviors in public sectors have been posed. The chief goal of present study is to shed light on the relationship between transformational leadership and organizational citizenship behaviors with emphasizing on the role of public service motivation and goal clarity. This research is applied and the research method is descriptive - correlational. The participants of this research project were nurses of eastern public hospitals of Golestan province. The sample of the study was 250 nurses were chosen through random stratified sampling. Data were collected through 4 questionnaires such as citizenship behaviors of Organ (1988), transformational leadership behaviors of Boss and Ovlivo (2000), public service motivation and goal clarity of Ritz et al(2014). The measured Cronbach's alpha in these questionnaires was (0.7). The employed methodology was descriptive- correlation and data were analyzed utilizing structural equation modeling (SEM). The results show that there is a significant relationship between transformational leadership and organizational citizenship behaviors.

Keywords

Goal clarity, Organizational citizenship behaviors, Public service motivation, Transformational leadership.

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Effect of Organizational Culture Dimensions on Organizational Innovation in the Agricultural Commercial Ventures (Case: Zanzan Province)

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Abstract

The main purpose of this descriptive- correlative research was to study the effect of organizational culture dimensions on organizational innovation in the Agricultural Commercial Ventures. This research is applied and the research method is descriptive – correlational. The statistical population consisted of 280 experts of the ventures in Zanzan province. According to the Krejcie and Morgan (1970) Table, a sample size of 200 was selected using a proportionate stratified sampling method. The standard questionnaires were used to collect the data. The content validity of the questionnaire was confirmed by a panel of experts. The construct validity and the composite reliability of the research instrument were tested by estimating the measurement model and they were satisfied after making necessary corrections. The data were collected and analyzed using Structural Equation Modeling (SEM) multivariate technique. The results showed that the research hypotheses were confirmed and the four dimensions of organizational culture including engagement, compatibility, mission and versatility had a positive and significant effect on the dependent variable of organizational innovation in the ventures. Based on the findings, it can be concluded that improving organizational culture and its dimensions directly result in reinforcement and development of organizational innovation in the Agricultural Commercial Ventures.

Keywords

Agricultural commercial ventures, Organizational culture dimensions, Organizational innovation.

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Designing and Validating Educational Organization Culture Questionnaire (EOCQ) (Case: Birjand's Education Center)

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Abstract

This study aims at designing and validating educational centers' organizational culture. This research is applied and the research method is descriptive – correlational. Primary 66 questionnaire statements were designed according to theoretical studies of educational centers' organizational culture pattern obtained qualitatively by the researchers. In experimental step, five statements were omitted because of lacking correlational coefficient (0.2). Finally, the questionnaire consisting of 66 statements was administered among population including 189 personnel of South Khorasan Education Center. Factorial Analysis was justified by KMO=0.798 and Bartlett Test's significant results ($P=0.0001$). Questionnaire reliability was tested through internal homogeneity and Cronbach's alpha estimation through SPSS software. Good fitness of questionnaire structure and its sub-components were carried through estimating verifying factorial analysis coefficients through AMOUS software (18th version). Finally, statements' correlational coefficient of overall questionnaire and factorial coefficients were taken as the omission criteria of inappropriate statements. Moreover, five statements with correlational coefficient less than 0.4 and two related to time index were also omitted because of the decrease in the number of index statements and lack of factorial analysis appropriacy. As indicated by the results, a questionnaire consisting of 54 statements and Cronbach's alpha of 0.977 is appropriately reliable. Verifying factorial analysis represents good questionnaire structure fitness and final pattern (GFI=0.895, RMSEA=0.08).

Keywords

Educational Organization Culture Questionnaire, Educational organization culture, Organizational culture.

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Studying the Organizational Effect of Servant Leadership on Job Behavior (Case: Faculty Members and Employees of University of Zanjan)

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Abstract

Servant leadership is a kind of leadership which the leader ignore his personal benefits and seeks achieving others' physical, emotional and spiritual needs. Regarding to this definition, it would be expected servant leadership creates positive outcomes. The aim of this article is studying the organizational effect of servant leadership at University of Zanjan. In this research, 8 organizational variables have been experimented as servant leadership impacts on the faculty members and employees of University of Zanjan. For this purpose, a questionnaire for measuring the variables is designed, after ensuring its validity and reliability using factor analysis then were distributed among a sample include around 200 faculty members and employees. The research method is descriptive-correlational and based on structural equations model. The result shows that servant leadership has significant and positive effects on job engagement, hope, organizational self-esteem, organizational commitment and organizational citizenship behavior variables and has negative and significant impacts on intent to quit of the faculty members and employees of University of Zanjan.

Keywords

Job behavior, Leadership, Servant leadership.

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Identification of structural Obstacles to Organizational Entrepreneurship in the Ministry of Sport and Youth

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Abstract

The present paper was conducted with the aim of identifying the structural obstacles to organizational entrepreneurship in the Ministry of Sport and Youth (MSY). In terms of method, the paper is an applied one & a kind of survey study uses the mixed methodology (qualitative and quantitative). The population consists of the present and former managers of the MSY and academic experts. In the qualitative section, the purposeful sampling method was considered. Accordingly, following interviews with 13 individuals from the population, a theoretical saturation level was achieved. In order to identify the barriers to organizational entrepreneurship, in the qualitative section, the qualitative content analysis and open and axial coding interviews were used. Additionally, in the quantitative section, AHP was used for prioritizing the identified obstacles. An analysis of the qualitative data revealed seven main structural obstacles to organizational entrepreneurship in MSY including research & development, operational assessment, reward system, decision making, strategy, financial system & organizational structure. Furthermore, in execution program some offers like: delegation of authorities & motivating personnel to present their innovational opinion in order to achieve to organizational entrepreneurship in MSY is proposed.

Keywords

Entrepreneurship, Organizational entrepreneurship, Structural Obstacles, Structure.

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Studying the Effect of Empowerment on Knowledge Sharing and Designing the Multilevel Models to Explain the Impact of Participatory Organizational Culture on Knowledge Sharing

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Abstract

Today, organizational culture as an infrastructure plays a key role in implementing management knowledge in any organization. In this article the Impact of Empowerment on Knowledge Sharing among Employees Considering the Role of Participatory Organizational Culture in Islamic Azad University Science and Research in Tehran. This research is applied in terms of purpose and in terms of research method is descriptive-correlational. The statistical Society population of the present study was the administrative staff of the Islamic Azad University of Science and Research Unit with 700 students. The sample size was based on the Cochran formula 248 people were considered. Random sampling method was simple. A questionnaire was used to collect data and its reliability with Cronbach's alpha and CR index and its validity were confirmed by content validity, convergent and divergent validity. Analysis of data with Structural Equation Modeling Method was performed with partial least squares method and SmartPLS 3.2.6 software. Results showed empowerment of employees on the participatory organizational culture (with a coefficient of 0.52) has a positive and significant effect. Also, the participatory organizational culture has a significant effect on employee knowledge sharing (with a coefficient of 0.92) and employee empowerment on knowledge sharing (coefficient 0.6). In other words, the success of the organization in implementing each strategy, including knowledge sharing, depends on the effectiveness of the collaborative organizational culture on the level of knowledge sharing at the same level and the staff of faculties at the organizational level largely. Finally, the limited impact of the number of employees on the increase of knowledge sharing was confirmed by multilevel modeling and HLM software.

Keywords

Multilevel analysis, knowledge sharing, empowerment, organizational culture.

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A comparative Study of Marketing Mix Decisions from the Perspective of Islam and the West

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Abstract

One of the demands of Iranian society after the victory of the Islamic Revolution is the establishment of Islamic values in all aspects of society, especially economic and commercial decisions. Looking at the theoretical literature, marketing mix decisions that include product, price, promotion, and place show that these resources are full of Western doctrines, which in many cases are in fact the cornerstone of the actions of business executives. The main goal in Western teachings is to maximize profits and market share. The present study is carried out with qualitative approach and using content analysis method. In this study, by studying the verses of the Holy Qur'an and the Syrah of the Prophet (PBUH) and the Imams (AS) and the views of the Islamic thinkers, the values set forth in the decisions of the marketing mix based on the principles of Islam, including the principle of monotheism, justice, trust and Hypocrisy Have been extracted to assist them in introducing marketing mix policies.

Keywords

Islamic marketing, Marketing ethics, Marketing mix, Principles and values of the West.

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