

## Fuzzy Analysis of Causal Conditions Explaining Stewardship Behavior in Firms

Mohammad Azizi<sup>1</sup>, Masuod Salmani Bidgoli<sup>2\*</sup>

*1. Assistant Professor, Faculty of Entrepreneurship, University of Tehran, Tehran, Iran*

*2. Master of Sociology, Shahid Beheshti University, Tehran, Iran*

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### Abstract

Stewardship theory is relatively new theory that rejects the assumptions of agency theory. This research article is investigating the variables that are forming stewardship behavior in industrial firms. For reaching this aim, this study was used mix comparative-qualitative approach and fuzzy analysis. Research census is 28 firms in Soleyman Sabahi Industrial City Town was done. Data was gathered via questionnaire. According to theories, 5 variables are considered as causal conditions. Fuzzy subset relation shows that trust, commitment, family social capital and participative strategy process are necessity conditions and altruism is sufficiency condition. Standard analysis demonstrates that trust and negation family social capital are parsimonious paths for development of stewardship behavior.

### Keywords

Stewardship behavior, commitment, trust, altruism, family social capital.

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\* Corresponding Author, Email: masoodsa13@yahoo.com

## **A Framework for Compilation of Regulations for Comprehensive Audit System of Municipalities of Iranian Metropolises**

**Seyed Mohammad Moghimi<sup>1\*</sup>, Rohallah Alikhan Gorgani<sup>2</sup>**

*1. Professor, Faculty of Management, University of Tehran, Tehran, Iran*

*2. Ph.D. in Public Administration & Research Director of Management Infrastructure and Urban Development and Human Resources Municipality of Tehran, Tehran, Iran*

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### **Abstract**

In recent years, great developments have been made in the methods of modern urban management and ruling frameworks. The audit system of municipalities, because of its direct relation to administrative health, efficient and effective function, as well as the satisfaction of citizens, has great significance and validity. For the same reason, it is very important to have a comprehensive, efficient, clear, and responsive audit system. The initial step to achieve an efficient municipal audit system in accordance with local requirements of municipalities of Iranian metropolises is to set up regulations for comprehensive audit system in order to explain scientifically and practically the auditing nature, role, responsibility, situation, and authority in municipalities and the general lines of activities of internal audit scope. Reviewing the theoretical bases of audit and supervision, wide comparative studies on regulations, structures, and functions of auditing in a dozens of successful municipalities in the world, reviewing the functions of supervisory organizations and the Iranian supervision and audit upstream documents, assessment of the strengths and weaknesses of municipal audit system of Iranian metropolises, and scientific and specialized analyses constitute the principles for compilation of the proposed regulations the process of which has been discussed in the present article.

### **Keywords**

Internal Audit Scope, Metropolis municipality audit, audit charter, municipality audit organizational structure.

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\* Corresponding Author, Email: moghimi@ut.ac.ir

## Identify Cultural Barriers Iran Administrative System Faces

Hamed Mohammadi<sup>1\*</sup>, Seyed Mahdi Alvani<sup>2</sup>, Gholam Reza Memarzadeh Tehran<sup>3</sup>, Naser Hamidi<sup>3</sup>

*1. Ph.D. Student, Faculty of Management & Accounting, Qazvin Islamic Azad University, Qazvin, Iran*

*2. Professor, Faculty of Management & Accounting, Allameh Tabataba'ii University, Tehran, Iran*

*3. Associate Professor, Faculty of Management & Accounting, Qazvin Islamic Azad University, Qazvin, Iran*

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### Abstract

The purpose of this survey is to identify cultural barriers the administrative system of Iran faces. Considering the existing theoretical basis and library studies, 21 cultural characteristics have been identified which the administrative system of Iran comes up with as obstacles. Delphi Method is applied to collect data. Fuzzy method is used to analyze data, and in order to cluster cultural characteristics, k-means clustering method is used. Fuzzy clustering is done for three modes in k-means algorithm, based on which fuzzy clustering with three branches is the optimal cluster. Fuzzy method shows that cultural characteristics like authority and hierarchy, low confidence in each other, favoritism, and nepotism, weakness in meritocracy and general irrational culture are the most average. Therefore, they are the characteristics the administrative system of Iran considers as the obstacles.

### Keywords

Culture, Cultural barriers, Administrative System, Clustering.

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\* Corresponding Author, Email: Mohammadi.h.16@gmail.com

## Identification and Ranking of Effective Factors on Talent Attraction and Maintain Using Analytic Hierarchy Process Approach (Case study: University of Tehran)

Mohammad Reza Taghizadeh Yazdi<sup>1\*</sup>, Reza Tahmasebi<sup>2</sup>, Mir Seyed Mohammad Mohsen Emamat<sup>3</sup>, Alireza Dehghan<sup>4</sup>

*1. Associate Professor, Faculty of Management, University of Tehran, Tehran, Iran*

*2. Assistant Professor, College of Farabi, University of Tehran, university of Tehran, Qom, Iran*

*3. Ph.D. student, Faculty of Management and Accounting, Allameh Tabatabaei University, Tehran, Iran*

*4. Ph.D. student, Faculty of Management, University of Tehran, Tehran, Iran*

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### Abstract

In Today's competitive market, human resources are the most important competitive advantage and it considers as an organizational asset. Hence special attention has been paid to the role of talent in the organization. One of the most important issues related to talent management is optimum management of recruitment and retention. The aim of this study was Identification and ranking of the most important factors affecting on talent recruitment and retention at university. This paper has used an evaluation model based on analytical hierarchy process (AHP) to rank these factors. This study conducted at the University of Tehran (as the best university of country). For this purpose, pairwise comparison questionnaire was designed and data by using of these questionnaires were collected from deans. The results showed attribute of "university's brand and reputation" and sub attribute of "university's reputation in the academic community" among determined attributes and sub attributes, had highest impact on talent recruitment and retention at the University of Tehran.

### Keywords

Talent attraction, talent maintain, talent management, Analytic hierarchy process (AHP), Universities and higher education centers.

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\* Corresponding Author, Email: mrtaghizadeh@ut.ac.ir

## Investigating the Effectiveness of Authentic Leadership on Organizational Social Performance with Regard to the Mediating Role of Organizational Culture (Case study: Guilan Ports and Maritime Organization)

Ali Hadian Nasab<sup>1\*</sup>, Mostafa Ebrahimpor<sup>2</sup>, Seyed Mohammad Nopasand Asil<sup>2</sup>

*1. Msc. Faculty of Literature and Humanities, University of Guilan, Guilan, Iran*

*2. Assistant Professor. Faculty of Literature and Humanities, University of Guilan, Guilan, Iran*

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### Abstract

Corporate Social Performance is the core of research in the field of business ethics and business and society is studied and reflects the company's ability to manage relationships with their environment. Hence, it is important to identify factors affecting of corporate social performance, the purpose of the study is investigating the effectiveness of authentic leadership on the organization social performance, with regard to the mediating role of organizational culture. The present research is a descriptive-type research and an applied research in terms of purpose. Regarding data collection, it is considered a field study. Data collection instrument is questionnaire in this study, which includes 45 items in order to measure all research variables. For variable measurement, a five-point Likert scale was used. The validity of the questionnaire was ensured by expert's and professors' opinions and its reliability was examined and confirmed using Cronbach's alpha. The population of the present research consisted of the employees of Guilan Ports and Maritime Organization. Using Cochran formula, a number of one hundred and forty-eight (148) employees were studied as final samples of the research. Structural equation modelling approach was also used for testing hypotheses. For data analysis, tests were used structural equation in LISREL and SPSS. The results indicated that authentic leadership had a significant effect on social performance and organizational culture. Likewise, organizational culture had a significant effect on social performance. The mediating role of organizational culture was confirmed given the significance of the relationships.

### Keywords

Authentic leadership, Organization social performance, Organizational culture, Guilan Ports and Maritime Organization.

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\* Corresponding Author, Email: ali\_hadiannasab@yahoo.com

## Effect of Big Five Factors of Personality on Similar-to-me Effect (Managers and Supervisors of Electrical Distribution Companies of Qom)

Yousef Sadeghi<sup>1</sup>, Hossein Khanifar<sup>2\*</sup>

*1. MSc., College of Farabi, University of Tehran, Qom, Iran*

*2. Professor, College of Farabi, University of Tehran, Qom, Iran*

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### Abstract

Managers are consistently choosing and hiring staff. However choosing Managers are affected by sum factors. Personality and attitude of the managers and effect of Similar-to-me affects selection of managers. This is the first study that examines the relationship between personality characteristics and Similar-to-me effect. The study population consisted of all managers and supervisors electricity distribution companies in Qom. Research tool is the questionnaire which consists of personality of Goldberg questionnaire and Similar-to-me questionnaire. With using the Cochran formula, sample size of 38 patients was assessed but to enhance the credibility of the study and with good cooperation, 66 people responded to the questionnaires. Outcomes show that Extraversion and Agreeableness factors of personality have negative correlation with Similar-to-me effect and education can decrease the similar-to-me effect.

### Keywords

Similar-to-me Effect, Extraversion, Consistency, Conscientiousness, Emotional stability.

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\* Corresponding Author, Email: [khanifar@ut.ac.ir](mailto:khanifar@ut.ac.ir)

## The Role of Psychological Capital and Spirituality to Work in Prediction of Organizational Citizenship Behavior

Fariba Mohamadpoor<sup>1</sup>, Tayebe Rahimi Pordanjani<sup>2\*</sup>,  
Ali Mohamadzadeh Ebrahimi<sup>2</sup>

1. MSc. in Career counseling, Department of Counseling, Faculty of Humanities, University of Bojnord, Bojnord, Iran

2. Assistant Professor, Department of Psychology, Faculty of Humanities, University of Bojnord, Bojnord, Iran

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### Abstract

Today, organizations in order to compete on the world stage and adapt to the changing nature of jobs, try to select employees who act beyond duty and role determined in their job. So the aim of the present study examines the main and interactive effects psychological capital and spirituality to work as predictions of organizational citizenship- behavior. The sample is 203 employees in an industrial company were selected by the use of stratified random sampling. Research Tools were psychological capital, spirituality to work and organizational citizenship behavior questionnaires. In order to analyze the data, Pearson's correlation coefficient and regression analysis in the validation stage, the confirmatory factor analysis were applied. Findings indicate that correlation coefficients between psychological capital and spirituality to work with organizational citizenship- behavior were positive and significant ( $p < .0001$ ). Moderated regression analyses showed that psychological capital do not moderated the relationships between spirituality to work and organizational citizenship behavior ( $\Delta R^2 = 0.003$ ,  $p > 0.404$ ). Stepwise multiple regression analyses yielded, only two variables of sense of community and self-efficacy predict the organizational citizenship behavior ( $R^2 = 0.243$ ,  $p < .0001$ ). Recommended in job interview and training programs we should rely on these variables.

### Keywords

Organizational citizenship behavior, Psychological capital, Spirituality to work.

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\* Corresponding Author, Email: tayebe.rahimi@yahoo.com

## The Effective Consumers' Perceptions on the Attitude of Towards Organic Foods in the Yazd city

Seyed Mahdi Alhosseini Almodarresi<sup>1</sup>, Houshmand Bagheri Gara Bolagh<sup>2\*</sup>, Adeleh Dehghani Ghahnavyeh<sup>2</sup>, Mohammadreza Gholami<sup>2</sup>, Samin Radfar<sup>2</sup>

1. Assistant Professor, Faculty of Management & Accounting, Yazd, University, Yazd, Iran

2. MSc., Department of Management and Accounting, Yazd University, Yazd, Iran

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### Abstract

Because of consumers increasing tendency to the subjects of health and environmental Issues in recent years, using organic foods has been increased. The aim of this research is to test the factors affecting the attitude towards organic foods and purchase intention of consumers. According to this fact that organic foods are proper for personal and social health, the main problem is what factors can effect on attitude and purchase intention of people, to help managing and promoting society health level by identifying these factors and encouraging society to use these products. This is a applied and descriptive study and has been performed by survey method. The research population is 206 organic food consumers in Yazd. The questionnaire based on Likert spectrum was used in order to collect information. Structural equations' modeling was used to analyze research data with Smart-PLS software. Uniqueness, purchase easiness and customer knowledge have a positive and meaningful effect on the attitude of consumers towards organic foods. Also attitude has a meaningful effect on purchase intention. However, risk taking, quality and price don't have a meaningful effect on the attitude of consumers towards organic foods.

### Keywords

Organic food, Attitude, Purchase intention, Yazd.

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\* Corresponding Author, Email: Hooshmand.bagheri@gmail.com



## Examining the Mediator Role of Organizational Identity with Relation Psychological Capital and Citizenship and Deviance Behaviors in Work Environment

Nishtman Momenpoor<sup>1\*</sup>, Mohammad Hassani<sup>2</sup>, Abolghasem Ghasemzadeh<sup>3</sup>

*1. MSc, Faculty of Literature and Humanities, Urmia, Iran*

*2. Professor, Faculty of Literature and Humanities, Urmia, Iran*

*3. Associate Professor, Azarbaijan Shahid Madani University, Tabriz, Iran*

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### Abstract

The aim of present research was examining the mediator role of organizational identity with relation psychological capital and citizenship and deviance behaviors in work environment. The research method was descriptive - survey. The population consisted employees of educational office in Alborz province (210 persons) and a sample of 133 persons was selected, using simple random sampling. The tools for gathering the data were "Psychological Capital" questionnaire ;"Organizational Identity"; "Organizational Citizenship Behaviors" and "Deviance Behavior" that validity of the tools were approved according to experts opinion and their reliability were confirmed by Cronbach's Alpha coefficient. The Pearson correlation coefficient and multiple regressions were used for analyzing the data. Results showed that was significant relation between psychological capital and organizational identity with deviance and organizational citizenship behaviors. Also was significant relation between psychological capital and organizational identity. Finally the moderating role of organizational identity was not significant in the relationship between psychological capital and reduce deviant behaviors but moderating role of organizational identity in the relationship between psychological capital and organizational citizenship behavior was confirm.

### Keywords

Psychological capital, organizational identity, Organizational citizenship behaviors, employee deviance behavior

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\* Corresponding Author, Email: nishtmanmomenpoor@yahoo.com

## **The Strategy of Organizational managers and Identity Disobedience (Outfit, Make-up, Language) of Stewardesses in the Standardization of Iranian Stewardesses' uniform Project**

**Mahbubeh Erfani Sarvari<sup>1\*</sup>, Talieh Khademiyan<sup>2</sup>, Davar Sheykhavandi<sup>2</sup>**

*1. MSc. Student, Faculty of Management and Social sciences, Islamic Azad University, Tehran North Branch, Tehran, Iran*

*2. Assistant Professor, Faculty of Management and Social sciences, Islamic Azad University, Tehran North Branch, Tehran, Iran*

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### **Abstract**

The development of national and international ever exchanging of goods and cultures oblige of the highly performed male and female manpower's labour and on the other hand by the expansion of international transport networks in the world. The managers of super airline companies, have tried to create and recreate their favorable organizational identity of the staff by using standard selection strategy of stewardesses, professional training and purchasing new air fleet. That way by increasing the travelers' satisfaction, a greater share of the world tourism is achieved. However, the results of an internal research have shown a continuous decrease in satisfaction of the passengers from the stewardesses. The stewardesses' outfit, make up, and unprofessional language has led to systematic internal challenges with the managers in addition, to passenger's dissatisfaction. Therefore, the researcher has investigated all available documents related to the only successful scientific project of the country by selecting the method of Grounded Theory (GT) which led to the discovery of the reason of managers' interference strategy in the last decades in the basis of women identity disobedience. In this article the researcher has studied the procedure of discovery related to the consequence of the organizational managers' decisions in the basis of women identity disobedience, and hopes it could be noticed by the major strategists of the country.

### **Keywords**

Stewardess's organizational identity, Standardization of organizational uniform, managers' strategy.

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\* **Corresponding Author, Email:** mahbubeh.erfani@gmail.com

## Structural Model of Organizational Trust on Personal Self-efficacy with Mediation the Collective Teachers' Self-efficacy

Hassanali Veiskaramy<sup>1</sup>, Ezzatollah Ghadampoor<sup>2</sup>, Mohammad Reza Mottaghinia<sup>3\*</sup>

1. Assistant Professor, Board of psychology, University of Lorestan, Khorramabad, Iran

2. Associate Professor, Board of psychology, University of Lorestan, Khorramabad, Iran

3. Ph. D. Student, Board of psychology, University of Lorestan, Khorramabad, Iran

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### Abstract

This study carried out to modeling teachers' personal efficacy with organizational trust and their collective efficacy. In this study, 255 teachers from elementary schools in Bajestan were selected with multistage sampling method. The instruments of study were Teacher sense of efficacy scale (short form) developed by Tschannen-Moran & Wolfolk Hoy (2001), Faculty Trust Scale developed by Hoy & Tschannen-Moran (2003) and Collective teacher belief scale developed by Tschannen-Moran & Barr (2004). Results showed that there are positive and significant correlations between components of organizational trust and teacher self-efficacy ( $P < 0/01$ ). Various fit indices for supposed model were adequate to data, too. According supposed model, although direct route from organizational trust towards teacher personal self-efficacy was negative, small and no significant ( $\beta = -0/187$ ,  $P = 0/136$ ) but indirect route from organizational trust towards teacher personal self-efficacy with mediation of collective teacher was positive, great and significant ( $\beta = 0/601$ ,  $P < 0/001$ ), direct route from organizational trust towards teacher collective self-efficacy were positive, great and significant, too ( $\beta = 0/758$ ,  $P < 0/001$ ). Results of study represent the importance of the organization's social context in effect of the trust on the personal self-efficacy of the members.

### Keywords

Personal teacher self-efficacy, Organizational trust, Collective teacher self-efficacy.

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\* Corresponding Author, Email: mr.mottaghinia@yahoo.com