

## Designing and Testing a Model of Some Antecedents and Outcomes of Workplace Envy

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(Received: June 6, 2018 ; Accepted: Nov. 22 , 2017)

### Abstract

The purpose of this study was designing and testing a model of some antecedents and outcomes of workplace envy. The participants of the study were 304 employees of NISOC in Ahvaz (215 male and 74 females) that were selected by stratified random sampling method. The instruments used in this study were workplace envy, leader-member exchange (LMX), core self-evaluation (CSE) pro-social behavior, social undermining, and moral disengagement questionnaires. The fitness of the proposed model was examined through structural equation modeling (SEM) using SPSS-23 and AMOS-23 software packages. The indirect effects were tested using the bootstrap procedure in Preacher and Hayes (2008) SPSS Macro program. Findings indicated that the proposed model fits the data and all hypotheses were confirmed. The effect of leader-member exchange (LMX) and core self-evaluation (CSE) on workplace envy and the effect of workplace envy on pro-social behavior, social undermining, and moral disengagement were significant. Moral disengagement also mediated the relationship between workplace envy and social undermining.

### Keywords

Workplace envy, Core self-evaluation, Pro-social behavior, Social undermining, Moral disengagement.

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## **The Manifestation of Confucian Philosophy in Iranian Businesses: Cultural Consequences and Judgments**

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(Received: Oct 30, 2017 ; Accepted: May10, 2018)

### **Abstract**

Nowadays, the observance of moral and social issues in businesses is considered as part of the added value which can be offered to the customers. There has been developed a novel approach to oriental business management in this regard – called “Confucian principles” – which is based on the human attributes and spirit. The purpose of this study is to investigate the effect of these principles on the creation of multidimensional values and sustainable market for the stakeholders and to evaluate the resulting consequences and judgments. To this end, Mahak charity fund was selected and studied as the research population. In terms of methodology, this study is an applied research projects based on the descriptive-survey methods of data collection. Accordingly, the data was collected using a questionnaire. The content validity of factors was confirmed through expert opinion, and the measure structure validity was confirmed using factor-analysis-based convergent and divergent validity types. The reliability of the questionnaire was measured and confirmed using Chronbach’s alpha index. In addition to the clarification of the realization of the variables under study, the findings of the study at hand revealed that the suggested Confucian principles are appropriate predictors of customer equity, sustainable marketing, as well as moral and social judgments, in a way that based on the goodness of fit model, we can acknowledge that moral and social judgments are significantly impacted by independent variables suggested in this study.

### **Keywords**

Social and moral judgments, Confucian principles, sustainable marketing, Customer equity.

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## Explaining the Corruption Diffusion in Public Organizations by Analyzing the Individual and Organizational Variables and Using the Bandwagon Effect

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(Received: Oct 9, 2018; Accepted: Feb 23, 2018)

### Abstract

This inquiry has attempted to explain the diffusion of corruption in public organizations by the Bandwagon Effect and the individual and organizational factors that affect it. For this purpose, the qualitative approach has been pursued and the data has been collected using the interviews conducted with the employees of public organizations and organizational experts. Accordingly, Grounded Theory has been adopted as the methodology of the research through which the data has been analyzed in three phases: open coding, axial coding and selective coding. In open coding phase, the ideas of interviewees were conceptualized and categorized; in axial coding phase, the phenomenon, casual conditions, contexts, intervening conditions, action strategies and consequences were determined; finally, the relationships among these elements, the core category and the storyline of the corruption diffusion by the Bandwagon Effect were introduced in selective coding stage. In conclusion, the main questions of this inquiry are answered.

### Keywords

Administrative corruption, Bandwagon Effect, Public organizations, Grounded theory.

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## Corporate Citizenship and its Role in Creating Organizational Trust and Organizational Identification

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(Received: Sep 23, 2017 ; Accepted: Jan 25, 2018)

### Abstract

Corporate citizenship includes the ability of the company to manage its relationships with the community in such a way as to minimize the negative effects and maximize its productivity. The purpose of this study is to investigate corporate citizenship and its impact on organizational trust and organizational identification. This study is applied in terms of purpose and descriptive-correlation in terms of research type. The statistical population of this research was comprised of the staff of Mazandaran University. Through simple random sampling, 269 individuals were selected as the sample. Data were collected through a standard questionnaire. Also, for reliability, Cronbach's alpha coefficient was used to verify the reliability and the first and second order confirmatory factor analyses were used to examine the validity of the questionnaire. To test the hypotheses, Structural Equation Modeling was used with the help of LISREL8.8 software. The results showed that corporate citizenship has a positive and significant effect on organizational trust and organizational identification. Also, organizational trust has a positive and significant effect on organizational identification.

### Keywords

Corporate citizenship, Organizational trust, Organizational identification, Structural Equation Modeling.

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## Organizational Hypocrisy Derived from Machiavellian Ethics and Influence Tools (Case Study: Ilam Provincial Government)

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(Received : Nov 12, 2017 ; Accepted : May 14, 2018)

### Abstract

The purpose of this study was to identify the causes of the undesirable culture of disruptive organization in governmental organizations. Consequently, new foundations in management and behavioral research of the organization, such as the managers' Machiavellian ethics, managers' tactics to influence their subordinates, and self-image management have been considered as factors affecting organizational dilemmas. The statistical population of this study included 210 employees of Ilam provincial government, 140 of whom were selected as the statistical sample. Data was collected using a questionnaire through a randomized distribution method. The results of the data analysis, which was carried out using Structural Equation Modeling with partial least squares method through Smart-PLS software, confirmed the proposed model of the study in which the managers' ethics positively affects their influence tactics and their management of their self-image, while image manipulation tactics have a positive and significant effect on organizational dilemmas. Also, the variables of intrusion tactics and self-image manipulation play a role in mediating the relationship between managerial ethics and organizational dilemmas.

### Keywords

Managers' Machiavellian ethics, Organizational hypocrisy, Influence tactics, Impression management.

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## A Study of Cultural, Social and Psychological Factors Influencing Individual Investors' Behavior in Stock Exchange

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(Received: Feb 20, 2018; Accepted: Oct 9, 2017)

### Abstract

This study has attempted to develop the scientific literature on cultural, social and psychological factors influencing individual investors' behavior and offer a clear strategy to know their decisions in stock exchange market. Since our society is affected by cultural and social affairs, studying these factors and their effects on individual investors' behavior (which account for up to to %50 of stock exchange trading volume and %90 of the total number of trades, respectively) can come to a framework for future modeling and to clarify stock exchange atmosphere more. In this research, after studying the related literature and the theoretical background using meta-syntheses, the theoretical saturation was reached. Applying Delphi research method in three rounds, the whole comments and ideas of experts were collected and used to achieve the required convenient questionnaire. This questionnaire was distributed among four hundred people (as the survey stage) and the collected data was analyzed using confirmatory factor analysis (CFA). Based on the obtained results about dimensions, components, and indices, this study approved and measured the effect of these factors on individual investors' decision making, and suggested more convenient advices to control the stock exchange market atmosphere as well.

### Keywords

Behavior, Behavioral factors, Individual investors, Stock exchange.

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## A Critique of the Quality of Work Life Studies in Iran Using Meta-Analysis

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(Received: Feb 12, 2018 ; Accepted: July 24, 2018)

### Abstract

To date, the quality of work life has been studied as a basis for employees' well-being in a variety of categories. Accordingly, the present study combines the results of quantitative studies in quality of work life with the aim of identifying and prioritizing the appropriate factors to the biomass context of Iran. This research is descriptive in terms of purpose and is applied in terms of its type. The statistical population consisted of 79 papers and theses reporting studies conducted in Iran. Using the Judgment method, 40 studies were entered into the meta-analysis process in CMA2 software. Identification reliability was obtained through the agreement of the judges in the selection and classification of studies, the coding reliability was achieved through the agreement of referees on the use of specific concepts for encoding variables, and the significance level and effect size was attained through an agreement in measuring the effect size between the two meta-analyzers. The results showed that social relationships in work, opportunity for growth, overall atmosphere of life, the level of control applied in work, work satisfaction, lawfulness, stress at workplace, safe and healthy working conditions, work-life balance, social integration, and sufficient payment are considered to be the most important components of the quality of work life.

### Keywords

Quality of work life, Employees' well-being, Quality of work life components, Meta-analysis process.

## Identification and Evaluation of the Factors Effective on Workplace Bullying (Case Study: Bandar Abbas Administrative Agencies)

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(Received: Jan 3, 2018; Accepted: July 11, 2018)

### Abstract

One of the main purposes of industrial psychologists and organizational practitioners is to describe and depict the organizational behaviors. Meanwhile, workplace bullying is a widespread issue in the work life and it is also a part of work hazards in workplace. Moreover, neglecting it may lead to its intensification. The purpose of this study was to detect and evaluate the factors effective on workplace bullying. In terms of method, the study at hand adopted an exploratory mixed-mixed research. The statistical population of the study was Bandar Abbas administrative agencies. In the qualitative part, 12 people were interviewed and effective factors were identified using content analysis method, while for the quantitative part 240 questionnaires were collected, and the data was assessed using SPSS. The test-retest measure of reliability was used to compute reliability of interviews, while the Cronbach's alpha was used to assess the reliability of the questionnaire. The results revealed five main categories of effective factors, for each of which a number of sub-indicators were determined. The main factors included: contextual factors, individual-psychological factors, occupational-professional factors, organizational factors, and behavioral-attitudinal factors. Among the identified factors, the contextual factors had the largest effect on bullying and the occupational factors had the least impact on bullying.

### Keywords

Workplace bullying, Destructive organizational behavior, Organizational bullying, Mixed method, Administrative agencies.

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