Investigating the Effect of Dark Triad on Job Performance Indicators of Human Resources

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Abstract
The purpose of this study was to investigate the effect of dark triad construct of personality on the job performance indicators of human resources, including task performance and contextual performance. In terms of method and purpose, this study is a descriptive-correlational and applied research, mainly based on linear regression. The statistical population includes the employees of Lorestan University, out of which a sample of 152 people were selected using simple random sampling. The data gathering tool was Jonasson and Webster's (2010) Dark Personality and Paterson's Career Performance Questionnaire (1989). The research hypotheses were tested using linear regression analysis through the Enter method. Results showed a negative and significant effect by the construct of the dark triad of personality on the task and contextual performance indicators.

Keywords
Dark triad, Job performance, Task performance, Contextual performance.

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The Mediating Role of Self-Development on the Relationship between Self-Awareness and Job Performance

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Abstract
This study aims at explaining the mediating role of self-development on the relationship between self-awareness and job performance. The research method was descriptive and correlational which was followed with SEM analysis method. The research population was comprised of the 2200 staff of the public schools in the district one of Shahr-e Ray. Using Cochran sampling formula and stratified random sampling method, 150 valid questionnaires were collected. The self-awareness questionnaire of Moghimi with the reliability rate of $\alpha=0.85$, the self-development questionnaire of Abili and Mazari with the reliability rate of $\alpha=0.87$, and the job performance questionnaire of Byrne et al. (2005) and Conway with the reliability rate of $\alpha=0.87$ were used to collect data. The test of the research model showed that it fitted the data. So self-awareness ($\gamma=0.76$) has an impact on self-development, and self-development on job performance ($\beta=0.57$). Also, self-awareness with the mediation of self-development has an impact on job performance ($\gamma=0.38$). Finally, self-awareness has a direct impact on job performance ($\gamma=0.49$). In summary, self-awareness will bring about better job performance due to its impact on self-development.

Keywords
Self-awareness, Self-development, Job performance, Employees.

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An Analysis of the Effect of Bureaucratic Culture on Organizational Laziness with the Mediating Role of Organizational Paranoia

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Abstract
The purpose of this study was to analyze the effect of bureaucratic culture on organizational laziness with the mediating role of organizational paranoia. This study is a descriptive survey research, and in terms of purpose is an applied research. In this study, a standard questionnaire was used to measure variables. The validity and reliability of the questionnaire were confirmed using the content validity method and Cronbach's alpha. The statistical population of the study was comprised of governmental organizations in Khorramabad city, out of which 384 employees were selected as sample members using convenience sampling method and Cochran formula. Data was analyzed using Structural Equation Modeling with Amos and SPSS. The results show that at confidence level of 0.95, bureaucratic culture has a positive and significant effect on laziness and organizational paranoia. In addition, the analysis of indirect paths shows that organizational paranoia has mediates the effect of bureaucratic culture on organizational laziness. As a result, it can be said that when the organization's employees are deprived of the freedom of action, autonomy, independence, and creativity by the system and its bureaucratic culture, they get pessimistic and paranoid about organizational laws and regulations, lose their motivation and efficiency, and become infected with organizational laziness.

Keywords
Bureaucratic culture, Organizational pessimism, Organizational paranoia, Organizational laziness.

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The Effect of Workplace Ostracism on Workplace Behaviors with the Mediating Role of Organization-Based Self-Esteem and the Moderating Role of Perceived Organizational Justice. Abolhassan

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Abstract
The purpose of this study was to investigate the impact of workplace ostracism on workplace behaviors (deviant and rude behaviors) with the mediating and moderating roles of organization-based self-esteem and perceived organizational justice in Mazandaran Cultural Heritage, Handicrafts and Tourism Organization. In terms of purpose and method, the study was a descriptive and correlational. The sample was selected through random sampling, and the data was collected using questionnaires distributed among participants. The reliability and validity of the instrument were assessed using composite reliability, factor loadings, Cronbach's Alpha, convergent validity and divergent validity. Data was analyzed using Partial Least Squares and SPSS. Sobel and VAF tests were used to measure the mediating role of organization-based self-esteem. Data analysis showed that workplace ostracism has a significance effect on workplace behaviors and organization-based self-esteem. The organization-based self-esteem has a significance mediating effect on the relationship between workplace ostracism and workplace behaviors. On the other hand, the analysis performed using Sobel test indicated that almost 40 percent of workplace behaviors change the workplace ostracism through the mediating role of organization-based self-esteem.

Keywords

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Analyzing the Competitive Strategies of International Scientific and Cultural Organizations
(Case Study of Islamic Universities of Saudi Arabia, Malaysia, and Egypt)

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Abstract
In the globalization era, international universities have started a severe competition to spread the Islamic science and culture. In this regard, Islamic Universities such as Mohammad bin Saud, Umm al-Qura and Al-Madinah in Saudi Arabia, the University of Islamic Sciences in Malaysia and the General Assembly of Al-Azhar in Egypt have adopted widespread competitive strategies to spread the Islamic science and culture. The Shi'a organizations and centers that are active in the field of Islamic sciences and culture require an appropriate and comprehensive understanding of the direction of the competitive strategies of the aforementioned universities to be able to foresee appropriate measures. To this end, the question that we need to answer is that “what are the competitive strategies of international scientific and cultural organizations in the Muslim world?” The purpose of this study is to identify the direction of competitive strategies of the abovementioned universities in the field of Islamic sciences and culture. Referring to existing documents, their strategies were examined through content analysis (thematic network). After analyzing the content of their competitive strategies, 40 Basic themes were found, categorized in the form of 12 organizing themes, and ultimately represented in five comprehensive strategies (core strategies) called "Ideological hegemony", "promotion", "scientific authority", "skill training" and "ground setting".

Keywords
Strategy, Tacit Strategies, Competitive Strategies, University, Scientific and Cultural Organizations.

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Identifying the Systemic Model of Talent Indicators: An Action Research Study in a Cultural Organization

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Abstract
The complexity and turbulence of the cultural environment of the society has made it necessary to change the approach of cultural organizations from functionalist systems to "problem-centered" cultural systems as an inevitable issue. This requires a change of approach from designing to learning. Since the basic foundation for organizational learning is attention to human capital, the need for talent is abundantly felt. Talent Management in this study is a kind of integrated Human Resource Management with a talents-focused approach. It emphasizes high-performance individuals who specifically work for the organization and are defined as talent or the superiors. But the main question is how to identify these people, which is the purpose of this study in a cultural organization. In this study, the qualitative research methodology has been carried out in a cultural organization over a two-year period, and the relevant indicators and dimensions are extracted and categorized as components of the system. Then, they are prioritized and weighted by Analytical Hierarchy Process Analysis (AHP). Accordingly, to identify the talents in the cultural organization, 17 indicators in three domains of input, process, and output are identified in five dimensions of personality, attitude, individual capabilities, interpersonal capabilities and performance, and are prioritized and weighted in four occupational categories, namely expert, operational director, managers and top managers.

Keywords
Talent, Talent management, System model, Action research, Cultural organization.

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Identifying the Role of the Communities of Practice in the Development of Human Resource Management Knowledge
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Abstract
One of the most important knowledge management strategies is the community of practices (COPs) that fundamentally direct the creation and sharing of knowledge, learning, and change in the organizations. The advent of information and communication technology (ICT) along with Web 2.0 tools have provided a platform that has formed a new kind of community of practice called Virtual community of practice, which provides a flexible way of collaboration, sharing best practices, and professional development in the organization. The aim of this study was to identify the role of the virtual communities of practice in the development of human resource management knowledge. The study was qualitative, in which the sample was selected using judgmental and purposive sampling. Consequently, 16 interviews were carried out with the community of HR Professional Managers who were the core members of the community. The data went through thematic analysis. As a result, thirty three sub-themes and 6 main themes were identified which were classified as individual (attitude, knowledge, skill, and motivation) and organizational (the development of HRM knowledge for managers through the community of practice and the use of HRM for the organization through the community of practice).

Keywords
Community of practice, Virtual community of practice, Human resource management, Thematic analysis.

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Designing a Curriculum Pattern via Service Learning Approach in Organizations for Students

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Abstract
The present study tried to design and develop a curriculum pattern based on service learning approach for university courses. The qualitative research is used to answer the essential questions. The first research question which regards the specification of the principles of service learning approach is addressed utilizing documentary-inductive research method. Then, the essential elements of service learning curriculum such as purposes, content, teaching-learning approaches, and assessment were determined using semi-structured interviews and the analysis of obtained data. Finally, using the theoretical research method, the proposed curriculum pattern based on service learning approach was developed to train students who are responsible and effective in the workplace and the society.

Keywords
Pattern, Curriculum, Services Learning, Higher Education, Organizations.

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