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The Typology of Generosity in Organization

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Abstract

Generosity is one of the most admirable values in the world. Values have significant effects on the individual and organizational life. The aim of this paper is to introduce the concept of generosity in organization and give answer to 6 important questions (what, why, who, where, when & how) plus consequences of generosity in organization. The most important contribution of this paper is the typology of generosity based on different kind of giver/taker of generosity. To enrich the discussion both Islamic and scientific perspective is described. Because this is a pioneer work in Iran we hope those other scholars develop this new area of research in the future.

Keywords

Corporate social responsibility, Generosity, Pro-social behavior, Typology of generosity in organization, Voluntary programs.

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The Effect of Islamic Work Ethics on Organizational Justice, Job Satisfaction and Work Absence of Power Staff Urmia City

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Abstract

This study was conducted with the aim of examining the impact of Islamic work ethics on organizational justice, job satisfaction and absence from work in the staffs of department of Electrical of Urmia. The population consisted of all staffs of department of Electrical of Urmia that among them, 205 people were selected as samples. Research methods is descriptive correlational and three standardized questionnaire to collect data was used. For data analysis, descriptive statistics (includes mean, standard deviation etc) and inferential statistics includes Pearson correlation coefficient, confirmatory factor analysis and structural equation modeling methods were used. Findings from the study show that between employee's Islamic morality and organizational justice variables, Islamic ethics and job satisfaction, and also between organizational justice and job satisfaction there is a significant positive relationship, and between organizational justice and absence from work there is a negative and significant relationship. However, the results suggest that between Islamic ethics and absence from work there was no significant and negative relationship. In this study, the role of mediator of organizational justice in relationship between Islamic ethics and job satisfaction and the role of mediator of organizational in the relationship between Islamic ethics and absence from work is confirmed.

Keywords

Aabsence from work, Islamic work ethics, Job satisfaction, Organizational justice.

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Relationship between Job Satisfaction, Organizational Entrepreneurship and Organizational Growth in Insurance Companies

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Abstract

The purpose of this study is to examine the relationship among job satisfaction, organizational entrepreneurship and organizational growth. The study was a descriptive-co relational, survey research. Insurance Experts of Tehran province was included in this study. A questionnaire was designed and employed to gather the required data. Instrument was given to the faculty of the department of insurance to test for face validity. The findings reveal that there is positive relationship among job satisfaction, organizational entrepreneurship and organizational growth. Likewise, as results display implementing staff with high job satisfaction is an effective factor on developing organizational entrepreneurship.

Keywords

Insurance Co., Job satisfaction, Organizational entrepreneurship, Organizational growth.

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Investigating the Effect of Organizational Justice and Organizational Citizenship Behavior Mediated by the Quality of Work Life

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Abstract

The purpose of this study was to investigate the effect of organizational justice and organizational citizenship behavior mediated by the quality of work life. Population of the study was all male and female staffs' Mazandaran University (N=419). Research sample was included 156 persons who were selected with random sampling method across staffs' Mazandaran University. For data gathering, the organizational justice, organizational citizenship behavior and quality of work life scale were used and their validity and reliability were calculated and verified. Data analyzed by spss16 and lisrel8.54 software. Results showed that: there is positive and significant relationship between distributive justice and procedural justice and organizational citizenship behavior. There is positive and significant relationship between distributive justice and procedural justice and quality of work life. There is positive and significant relationship between distributive justice and procedural justice due to the quality of working life and organizational citizenship behavior.

Keywords

Organizational Justice, Organizational Citizenship Behavior, Quality of Work Life, Staff, University.

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The Barriers of Energy Insurance Development in Iran Insurance Industry and Providing Proper Solutions

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Abstract

Oil industry is the largest economic sector in the country. But despite the insurance role in the Energy Insurance Sector, the insurance industry's share in the Oil and energy presents an inappropriate combination. Latest analysis and surveys show that during the last three years the premium experience a negative growth in each year with respect to its previous year and it also shows the premium of this field of insurance regarding the aggregate premium of the insurance industry is very low. Therefore the main objective of this research is to observe the reasons for low growth of insurance portfolio in the energy insurance market (oil, gas and petrochemical). To fulfill this goal the effects of some variables such as economic, knowledge, technical, Insurer's capabilities, research and education as independent variables and low growth of energy insurance as the dependent variable have been taken into account. The research methodology is based on the "data based research" and is descriptive and ex-post facto research and data have been collected by questionnaire with 40 relative questions and population consists of experts and directors in insurance and oil sector. Results regarding the five research questions show the effects of the above factors on energy insurance.

Keywords

Energy insurance, Earned premium, Portfolio, Premium.

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Evolution of Human Resource Strategies Model

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Abstract

One of the main areas of human resource strategy, implementing strategic approach to human resource management and human resource strategy. The purpose of the strategic actions of those activities for innovative human resources programs is to create a close relationship between human resources with strategic objectives designed. The purpose of the strategic view of human resource management is management logic requires the use of human resources and strategic matters or activities that are closely related to organizational goals. Should HR strategies with business strategy level to corporate level strategy and organizational structure are coordinated approach. In this paper, after an overview of the basic concepts of human resources and strategy, human resource strategy and patterns of human resource strategies, human resource strategies for organizations to discuss and complete the model presented and finally deals with the issue of whether the model meets the needs of organizations outsourcing approach.

Keywords

Human Resource Management, Human Resource Strategy, Strategic Human Resource Management, Supply Chain, Outsourcing.

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The Influence of Motivation Factors (Including Occupational Factors, Organizational Factors and Personal Factors) on Accountant and Financial Managers and Financial Supervisors Improvement Executive System

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Abstract

This study is sought to investigate the effects of motivational factors on improving financial monitoring of auditors and financial managers of executive devices in Qom. a statistical population includes 95 auditors and financial managers of Qom executive, and Simple random sampling and statistical sample of research is 65 persons. The aim of the present study is applied research and data gathering practices is descriptive and correlational research. The significant point of this study is to measure the research variables, two questionnaires have been used Motivation Questionnaire (Cronbach's Alpha 0.944) was completed by auditors, financial management from managers of executive devices and quality at financial Regulatory questionnaire (Cronbach's alpha 0.984) answered by the court of auditors calculations that After spending are responsible for the financial monitoring. To determine the validity Nominal methods have been used. The results of multiple regression analysis indicated the motivational factors associated with the quality of financial supervision with a correlation coefficient of 0.76. Components of occupational factors (correlation coefficient 0.764) and organizational factors (correlation coefficient 0.828) and personal factors (correlation coefficient 0.844) are related to the quality of financial supervision.

Keywords

Auditors, Financial managers, Financial monitoring, Motivational factors.

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Recognize Organizational Culture based on Denison Model (Case: Mills Complex of Shiraz Flour and Dudley (Tina))

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Abstract

The research was done to “recognize organizational culture based on Denison Model”. This is a practical research in theoretical view and has descriptive-comparative method. The main instrument for data collection is the standard questionnaire of organizational culture by Denison (2000) that measure four variables such as involvement in work, adaptability, mission and consistency. The statistical society includes 60 people from TINA factory employees and the samples were them, totally. Data analyzed by SPSS software and coefficient of variation method. Results showed that all dimensions and components for TINA factory were below average and inappropriate. Although the best state belongs to adaptability culture whereas the mission culture has the worst state.

Keywords

Adaptability, Consistency, Involvement, Mission, Organizational Culture of Denison Model (OCDM).

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The Impact of Envy on Intention to Leave by Mediation Role of Self- esteem and Uncivil Behaviors

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Abstract

Psychologists suggest that envy is a negative emotion since it can result in negative consequences for the organization. The objective of this research was to determine the effect of envy on intention-to-leave the job via self-esteem and uncivil behaviors. To this End, 110 Ghaem hospital nurses in Mashhad were chosen as the statistical population. A questionnaire made of 26 questions was used. Construct validity was investigated by Confirmatory-Factor-Analysis method and Korunbakh-Alpha coefficient certified the reliability. AMOS software based on Structural-Equation-Modelling method was applied to analyze data. The results of the research showed the mediating variables_ self-esteem and uncivil behaviors_ can't predict nurse's intention-to-leave and also envy doesn't have impact on it. However envy can positively affect uncivil behaviors and self-esteem.

Keywords

Envy, Intention to leave, Self- esteem, Uncivil behaviors.

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Concept Mapping and Verifying Model of Factors Affecting Utilization of Policy Research in Policy Making

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Abstract

The main purpose of this research is designing model of factors that affect utilization of policy research with concept mapping technique and verifying it. For this in three stage, Sequential-Exploratory Mixed Methods Design is used. In first stage, literature review, interview and focus group is used for identifying factors. The analysis is used for analyzing data. In second stage for designing model, concept mapping is used and finally in third stage for verifying model, Conformity factor analysis is used. Population is teachers and researchers of public policy making area and policy makers of Supreme Council of the Cultural Revolution. In different level of multi-level sampling, sequential-Purposive way is used. Sample size is in interview 10, focus group 7, and designing model 19 and verifying it 83. As result shown in designing, the model consist of 18 components and 4 dimensions (context, identity features of researcher, researchers, research users). Also in verifying stage, the model that is designed confirms.

Keywords

Concept mapping, Conformity factor analysis, Policy making, Policy research, Utilization.

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The Role of Job Behavioral Dimensions on Employee Efficiency and Effectiveness

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Abstract

Efficiency and Effectiveness are two effective concepts in performance evaluation of each organization toward reaching to goals with minimum resource consumption. So, this research aims consideration of relationships between behavioral dimensions of job or that is called the topic of organizational behavior or psychology including job stress, job satisfaction, and job interest and job rotation with employee's efficiency and effectiveness by using a mathematical model. The mentioned criteria relationship evaluation is a kind of multi-criteria decision making problem that systematic transactions between criteria causes internal relationship. So, DEMATEL method is a suitable decision technique for excavation of cause-effect relationships between criteria. In addition to, it can uses in determination of relationships between criteria and managing internal dependencies in a set of criteria. Hence, the current research uses ideas of 10 management specialists and experts in Police University for consideration of relationships between employee and customer, satisfaction and organizational learning, culture and commitment. The results showed that job stress, job satisfaction, job interest and job rotation effects on human efficiency and effectiveness. Job stress is the most effective factor and job rotation is the most impressible factor on the employee efficiency and effectiveness.

Keywords

Effectiveness, Efficiency, Job Interest, Job Satisfaction, Job Stress, Job Rotation.

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Designing a New Model for Creating Future Scenarios of the Organization Using Scenario Planning (Case: Statistical Center of Iran)

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Abstract

This study presents a mixed model (qualitative- quantitative) to create future scenarios of the Statistical Center of Iran. In this study, using the combination of analytic hierarchy process (AHP) and the Delphi method based on Schwartz model, which is one of the most commonly used methods in the field of scenario planning and futures study, identify and prioritize the most important drivers that influencing on future of the Statistical Center of Iran and Finally Future scenarios framework is designed. Using an open questionnaire and interview collected 13 experts of research comments and expert consensus is calculated using descriptive statistics. Consensus has been reached on 14 critical drivers that using AHP prioritized and two drivers that they have the most importance and uncertainty are identified and placing them on the range and framework of scenarios were identified.

Keywords

Future, Scenario, Scenario planning.

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