

The Moderating Effect of Cynicism on Middle Managers' Strategic Commitment

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Abstract

Organizational culture and managers' personal attitudes play a crucial role in conducting change initiatives, especially strategic change. In this regard, middle managers' commitment to change is of great importance and cynicism is the biggest obstacle in forming this commitment. In the present study, it is investigated whether organizational justice dimensions, senior management support for change and participation in decision-making bear any relationship to middle managers' strategic commitment, and then the moderating effect of change cynicism on these relationships is explored. To this end, data were collected from 334 middle managers of ICT companies across Iran, and analyzed using structural equation modeling. According to the results, change cynicism fully moderated the relationships distributive and interactional justice bore to strategic commitment and partially reduced the positive effects of senior management support. Results also indicated cynicism had no effect on relationships procedural justice and participation bore to strategic commitment.

Keywords

Change cynicism, Organizational justice, Middle managers, Participation, Strategic commitment.

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Designing a Model for Intelligent Development

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Abstract

One challenge facing political systems is implementation of national development. There are various models for national development. Some countries have relied on import models, but others have emphasized their indigenous, the purpose of this study is designing an intelligence development model in the Iranian national context. Based on the selected theory building methodology, we have theorized intelligence development, then have verified by expert opinion. The final model consisted of three dimensions: hard, soft and wet. The result is a model which can be categorized in comparison to progress pattern in its instrumental level (national management) and it clarifies development direction in hard, soft and wet dimensions to achieve life quality.

Keywords

Development paradigms, Development schools, Hard dimension, Intelligent development model, Soft dimension, Wet dimension.

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Designing Interactive Model of Organizational Culture and Organizational Citizenship Behavior and Its Impact on Organizational Effectiveness: Mediating Role of Knowledge Management

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Abstract

The present study is going to investigate about the mediating role of knowledge management in the relationship between organizational culture and organizational citizenship behavior with organizational effectiveness. This applied research has a correlational-descriptive aim. The sample included 148 staffs in National Iranian Gas Company who answered a questionnaire its validity and reliability were checked. The research hypothesis was tested using SEM. According to the results, mediating role of knowledge management regarding the relationship between organizational culture and organizational effectiveness, and organizational citizenship behavior with organizational effectiveness was approved. But this role is not so tangible than the direct relationship between these variables. The present study adds some new findings to the knowledge management literature and it emphasizes on the importance of the interactional role of organizational culture, organizational citizenship behavior, and knowledge management in affecting organizational effectiveness.

Keywords

Knowledge management, Organizational effectiveness, Organizational citizenship behavior, Organizational culture.

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The Relationships between Power and Dependence in Marketing Channels from Target Perspective: Case of Iran Handmade Carpet Art-Industry

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Abstract

One of the most important behavioral aspects in relationship among the main members of marketing channel is the issue of power and dependence that here we have looked through the source of power and countervailing power and we have considered Reputation independence, sale and profits and Marketing role dependence. In this research relationship between the two main marketing channel members in handmade carpet art - industry have been studied. In fact the main purpose of this research is the study of the relationship between power and dependence in this channel. Statistical sample of this research consists of 149 workshops that have been chosen randomly through multistage sampling method. The main instruments of gathering information in this research were questionnaire; also Structural equations modeling were used for testing assumption. The result has expressed that countervailing power has an opposite effect on source power and target's sales and profit dependence and source power has a direct effect on marketing role dependence, the capability of replacement of source has an opposite effect on sales and profit dependence and marketing role dependence and direct effect on countervailing power; also marketing role dependence and reputational dependence have direct effects on sales and profit dependence.

Keywords

Dependence, Handmade Carpet, Marketing channels, Power.

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Investigating the Influence of Board leadership on Director's Strategic Involvement through Team Production Culture

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Abstract

Nowadays in consequence of widespread changes of corporate governances, chairman of the board has more real authorities on company decisions and due to his significant role in board leadership, is under the pressure of performance expectations. However, these changes are not made as it deserves in Iran and in spite of various effects of Chairman Leadership on board culture – especially team production culture- and board of director's strategic engagement, it requires more researches. Based on this fact, in this survey, boards of production cooperatives (just active firms) in Rasht city using Questionnaire are studied. Results revealed that the effective leadership of chairman can set an effective culture in which team production is on higher priority and subsequently can influence the strategic involvement of board of directors. On the other hand it is proved that open atmosphere of board meetings; preparedness, creativity and cohesion among directors can mediate the relationship between effective leadership of chairman and strategic involvement of board of directors.

Keywords

Board leadership, Board strategic involvement, Chairman, Team production culture.

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Investigating the Relationship between Organization Justice and Social Loafing

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Abstract

The purpose of this research is to investigate the relationship between organization justice & social loafing in Melat bank employees of Mazandaran province. Statistical population includes 1100 personnel of Melat bank in Mazandaran province. According to Krejcie & Morgan (1970) table, the minimum statistical sample of this research should be 285 employees. The sampling method is random systematic, and 292 out of 363 dispersed questionnaires were suitable for further analysis. Analysis was done with structural equation modeling (SEM). Findings show the negative and significant relation between organization justice & social loafing. Further, Interactional justice is the most influential dimension of organizational justice that affects social loafing in Melat bank employees of Mazandaran province.

Keywords

Interactional justice, Melat bank, Mazandaran province, Organizational justice, Social loafing.

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An Investigation of the Relationship between Work Engagement and Proficiency

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Abstract

This study used proficiency as an effective personal resource on work engagement according to the job demand-resource model of Bakker and Demerouti (2008). This was a descriptive and cross-sectional survey. The sample includes 395 employees from four public organizations selected randomly. Descriptive statistic was used to examine the demographic variables and Inferential statistical such as independent samples t-test, one-way ANOVA and standard regression was used for hypothesis testing and answering to the research question. The result of Pearson correlation showed a significant association between work engagement and proficiency. Following, to determine how much of the variance of work engagement score could be predicted by proficiency dimensions, standard regression was performed. The results showed that 49.4% of the variance of work engagement was predicted independently by organization member proficiency while team member proficiency and individual task proficiency could not predict work engagement.

Keywords

Organization member proficiency, Proficiency, Work engagement.

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The Survey on Effective Organizational Factors in Creating Cynicism Case: Staff of Standard Organization in Qom City

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Abstract

This paper studies effective organizational factors in creating cynicism. At first, we studied the literature of organizational cynicism, dimensions and components of cynicism at different approaches. Then among them six component include: perception of organizational support, perception of executives' compensation, perception of organizational performance, perception of Distributive justice and job satisfaction are studied for measuring the rate of cynicism. Its statistical population in this research contains staff of standard organization in Qom city and all employees are tested. The tool to collect data was questionnaire and SPSS software was used to analyze data. Result shows average rate of cynicism in relation to all studied dimensions among staff at this organization.

Keywords

Distributive justice, Executives' compensation, job satisfaction, Organizational cynicism, Organizational support.

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Content Analysis of Educators University Statute for Investigating the Compliance of University Goals with Components of Educators Work Life Quality

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Abstract

The significant role of breeding and the effective responsibility of teachers in the future of society, highlight the need to procure and train them as the basis for education. Therefore, the quality of work life of educators which leads to several outcomes for themselves such as jobs at is faction, growth opportunities, psychological advantages and numerous achievements for the organization like participatory management, job enrichment and the confidence conditions, becomes crucial. The main objective of this paper is analyzing the goals' content of educators' university Statute in the scope of the quality of work life. Since, the content analyzing approach is a regular, numeric and intuitive method; we extracted the existed notions in goals and investigated their compliance with each of the five components of quality of work life, through statistical indicators like frequency and percentage frequency of notions of goals mentions to the work life components.

In the university goals, comprehensive attention was paid to the components "skills and human capabilities development", acceptable referring was made to the components "independence in performing duties" and "development of working capabilities and variety of activities", however, the components "fair salary" and "Social cohesion in the workplace" had low compliance with university goals, which needs extensive attention by authorities.

Keywords

Content analysis, Educators' university, Work life quality.

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Investigating the Effect of Employer Branding in Attracting Talents in Refah Bank

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Abstract

Organizations and companies competing with each other try to attract talented individuals and keep them in themselves. Employer brand can attract talented and it is a set of internal factors related to the personnel which tries to induce individuals that this organization enjoys appropriate place, status and location for work by informing the individuals outside the organization. The talented also will be attracted to the organization which feels that that organization is suitable for them; the important issue is building this positive feeling or image in the talented individual's mind. The present study is to investigate how this image in the talented individual's mind is built for attracting to Refah Bank and its objective is to determine the factors of attracting the talented in Refah Bank. The research employs a qualitative method done in Refah Bank. The data collecting tool is questionnaire analyzed using thematic analysis. The results indicated that five internal factors of employer brand and a peripheral factor have influenced the form of informing and transferring talented individuals and also external factors has influenced the attraction of the talented in Refah Bank.

Keywords

Employer brand, Attracting talents, Management of talents, Refah Bank.

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Developing an Integrated Model for Intellectual Capital Evaluation Using Fuzzy Priority and Fuzzy Similarity Techniques

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Abstract

In today's competitive business environment, intellectual capital management is widely considered as the main factor in order to gain and maintain organization competitive advantage. The main purpose of this paper is presenting a model to evaluate intellectual capital capacity in organizations. In this regard, first by the survey of the related literature, nine criteria of the intellectual capital variable were identified. In the second step by means of judgmental sampling, a committee of 14 human resource experts of Tavanir and its three subsidiary companies was formed and Fuzzy priority method was applied for calculating the relative importance or the criteria weights. In the third step for demonstrating the applicability of the model three subsidiary companies were ranked by fuzzy similarity based on the idea of human resource experts of Tavanir which were selected by judgmental sampling.

Keywords

Fuzzy Priority technique, Fuzzy Similarity technique, Intellectual Capital, Multiple Criteria Decision Making techniques.

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Analyzing the Effect of Spiritual Leadership and Consequences on Organizational Performance Using the Balanced Scorecard in Small and Medium-sized Enterprise in the Isfahan City

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Abstract

Today Business, are faced with global competition environment, and for be successful in this environment they always feel the need to radically change and creativity; and with entering spirituality into management and organizations, managers and leaders in organizations, should be required to deal with new phenomena. The role of spiritual leadership is to stimulating personnel by the use of spiritual vision and cultural fields based on human values to train and develop empowered workers with high productivity, committed and motivated. In this research we want to answer to this question that can spiritual leadership cause to high performance in small and medium-sized enterprise? The purpose of this study applied descriptive - correlational survey is based on a structural equation model. The article suggests that spiritual leadership on organizational performance makes a significant and positive impact. The results showed that the membership and Meaning as a consequence of spiritual leadership influence on the performance.

Keywords

Balanced Scorecard, Organizational performance, Small and medium-sized enterprises, Spiritual leadership.

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Relationship of Ethical Leadership with Psychological Empowerment with Mediating of Procedural Justice and Interactional Justice

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Abstract

Empowerment employee is one of effective techniques to increase employee's productivity and efficient use of the capacity and capabilities of individual and group them in line with organizational goals. The aim of this study is to investigate the relationship of ethical leadership with psychological empowerment with mediating of procedural justice and interactional justice. Participants include 200 employees of Aghajari Oil and Gas Production Company was selected by stratified random sampling. Data were analyzed by Pearson correlation coefficient, structural equation modeling and bootstrap method. The results indicated that the proposed model fit the data properly. According to these results ethical leadership directly and too by mediating procedural justice and interactional justice effect on psychological empowerment. The results showed that ethical leadership is associated with psychological empowerment. Also this style of leadership is to promote procedural justice and interactional justice and through these two types of justice can provide employees empowerment.

Keywords

Ethical leadership, Interactional justice, Procedural justice, Psychological empowerment.

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The Sociological Foundations and Cultural Requirements of the State Development in the Iranian Society

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Abstract

The modern state is a renewable and evolutionary phenomenon and it cannot be evaluated so that it has Single Cause. Therefore none of the fields of the Human Sciences alone cannot fully explain the emergence of the modern state without interaction with other disciplines. Political superstructure in various countries, primarily influenced by the social and cultural systems of communities as the cornerstone of the governance structure and then it is based on political, legal, economic, and military approach. Sociological and cultural characteristics of each society in conjunction with the economic, political, legal, executive structures play a significant role in the development of the modern state. In other words, the form and content of the governance system has a meaningful relationship with sociological and cultural characteristics of its people and their historical attitude towards concepts such as the power, the government, and the legitimacy. In this article we will present a conceptual analysis of the state and explain development of state in the Iranian society and then we will analyze the evolution and transformation of the state from the perspective of most distinctive social features and cultural characteristics and mental components of Iranian people.

Keywords

Cultural factors, Iranian society, Modern state, Sociological foundations, State.

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