Study the Relationship Between Organizational Justice and Organizational Citizenship Behavior in Governmental Organizational of Kerma

S. Salajegheh, R. Poor Rashidi, A. Koulak*

Dept. of management, Faculty of management and Economics, Islamic Azad University of Kerman, Iran

Abstract

Background: Organizational justice is defined as “how employees should be behaved to feel fair behavior include perception of fairness of equal pays at organizational policies, fairness of interactional behaviors and adequacy of information in organization. Organizational citizenship behavior is a set of voluntary and optional behaviors except the formal functions that makes the employees to do their job beyond their determined duties, completely voluntary. This study investigates the relationship between organizational justice and organizational citizenship behavior in the governmental organizations of Kerman.

Methods: Research method, based on goal, was Functional and based on date collection, was descriptive survey. In this study, organizational justice included four dimensions: distributive, procedural, interactional, informational. The role of each dimension assessed in promoting citizenship behavior. Date collected by questionnaire and hypothesis tested based on acquisition results.

Results: Organizational justice which includes factors such as, distributive justice, procedural justice, interactional justice and informational justice, has a significant and direct relationship with citizenship behavior which includes factors such as; altruism, duty, civic virtue, magnanimity and respect.

Conclusion: With increasing the staffs understanding of organizational justice, the organizational citizenship behavior will promote among employees in the organization.

Keywords: Distributive justice, Interactional justice, Informational justice, Organizational citizenship behavior, Procedural justice
The Relation between Work Conscientiousness with Job Performance

N. Alirezaei*, H. Massah , N. Akrami

Dept. of Psychology , Faculty of Psychology and Educational Sciences, University of Isfahan,Iran

Abstract

Background: Human resources considered as the most important capitals in each organization. Studying and identifying the related factors to these resources that affected an organizational performance, has increasing importance. Therefore, the main goal of this study was to examine correlation between work conscientiousness with job performance.

Methods: This paper is a correlational study. personnel of Municipality of Khomayni Shahr of Isfahan(N=130) were Statistical population of this study and they were selected simple random sampling(n=55). Data was collected via Costa and McCrea’s Big Five Questionnaire, Byrne’s Task Performance Checklist and Convy’s Contextual Performance Checklist. Data was analyzed by Pearson correlation and stepwise regression analysis.

Results: All of dimension of work conscientiousness were related with job performance. The result of regression analysis showed that dependability related with job performance and could prediction job performance ($R^2=0.32$).

Conclusion: organizations and managers can by increasing work conscientiousness and ethics, improve job performance in organization.

Keywords: job performance, work conscientiousness, work ethic

* Corresponding Author: E-mail: n_alirezaei_66@yahoo.com
Abstract

**Background:** Examining the relationships among the ethical climates and employees behaviors is an important research area because ethical climate is one of the factors shaping employees attitudes and having considerable impact on the organizational outcomes. This study was conducted to investigate the relationship of ethical climates (caring, law & code, rules, instrumental and independence climate) with job satisfaction, organizational commitment and turnover intention.

**Methods:** This research is descriptive and correlation design. Survey participants include 250 employees of the Esfahan Gas Company [NIGC (National Iranian Gas Company)-Esfahan] were selected by simple random method. Data analyzed by pearson correlation, canonical correlation and backward regression.

**Results:** Results indicated that all types of ethical climate were correlated with job satisfaction, organizational commitment and turnover intention. Canonical correlation analysis revealed that linear combination of different ethical climate types were correlated with linear combination of job satisfaction, organizational commitment and turnover intention. Moreover, multiple regression analysis revealed that linear combination of different ethical climate types accounts for 45.8 percent of variance of organizational commitment, 30.6 percent of variance of job satisfaction and 28.2 percent of variance of turnover intention.

**Conclusion:** With regard to these results, all types of ethical work climate are related with important organizational outcomes including job satisfaction, organizational commitment and turnover intention which show the importance of consideration of ethic concept in organizations and work environments.

**Keywords:** Ethical climate, Job satisfaction, Organizational commitment, Turnover intention
A survey of the effective factors on copyright violations by the internet users

S. Saeidy
t, H. Hajihoseini2, S. Saeedy3

1- Dept. of Futures Studies, Faculty of New Sciences and Technologies, University of Tehran, Iran  
2- Research Institute for New Technologies, Iranian Research Organization for S&T (IROST), Tehran, Iran  
3- Dept. of Business Management, Faculty of Management, University of Tehran, Iran

Abstract

Background: One of the new technologies having a great impact on the human life is information technology (IT) which has led to some ethical challenges because of its fast growth. One of these challenges is the violation of intellectual property rights in the internet that causes destruction of moral values, economic losses and prevention of innovation in the society. Therefore, in this research after investigating the concepts of IT ethics and intellectual property rights, it has been attempted to determine the affecting factors on copyright violations in the internet by university students.

Methods: Descriptive-correlation method has been used in this research and the data have been gathered using questionnaires. Statistical society of the research consists of the students of the faculty of New Sciences and technologies of the University of Tehran, while the sampling method has been simple random. In this study, data analyzed by t-test, Pearson correlation and step regression.

Results: Some variables such as the extent of access to the internet, financial incapability to purchase cultural and software products and also moral attitude of students were found as the most effective factors on copyright violations.

Conclusions: According to the results some policy recommendations such as financial support of intellectual products by the government, updating the laws of intellectual property and educating IT ethics to people are suggested as the most appropriate approaches to solve this problem.

Keywords: Copyright, Intellectual property rights, IT ethics

* Corresponding Author: Email: sinasaedy@ut.ac.ir
Exploring the Twin role of Ethics and Knowledge Management on Organizational Performance

P. Akhavan, J. Yazdi Moghaddam*

Dept. of System Management and Productivity, Faculty of Management and Soft Technologies, Malek Ashtar University of Technology, Tehran, Iran

Abstract

Background: Organizational performance and knowledge management are subjects which their successful implementations require a comprehensive view of all factors involved in them; one of these main factors is human force. Observance ethics by human force could help the promotion of organizational performance and better implementation of knowledge management. Accordingly the current paper intends to explore the role of ethics and knowledge management on organizational performance.

Methods: Current paper is a correlation one in terms of relationship between research variables. The implement method of the research is survey. A conceptual model was designed based on literature review, and in order to analyze it, employees of an industrial organization were asked to answer to the questions of a valid questionnaire. Structural equation modeling was used for studying the relationships between research variables by LISREL software.

Results: Research results indicate that there is a positive and strong correlation between ethics and organizational performance. The relationship between ethics and knowledge management process is also positive and significant but no significant relationship is observed between knowledge management process and organizational performance. Therefore, it is clear that although ethics directly have a positive and strong impact on the performance but it is not able to influence the performance through mediated role of the knowledge management.

Conclusion: In fact, considering the findings of the research, it can be stated that ethics as a key factor, along with other effective factors, play a key role in promotion of organizational performance as well as successfullness of knowledge management processes. In the light of the obtained results, consideration of ethics in organizations is recommended to be provided. Ethics should be emphasized and considered so that the personnel play further and more effective role in the improvement and promotion of their organization’s performance and also can actively participate in knowledge management processes.

Keywords: Ethics, Knowledge Management, Organizational Performance, Knowledge Management Process.

* Corresponding Author: Email: j.yazdimoghaddam@yahoo.com
The Relationship Between Business Ethics and Intelligence of International Companies, In Iran

M.H. Ronaghi*1, K. Feizi2

1- Dept.of ITM management, Faculty of management, University of Tehran, Iran
2- Dept.of Industrial management, Faculty of management, Allameh Tabatabai University, Tehran, Iran

Abstract

Background: Employees’ intelligence is one of the crucial factors in staffing and job enrichment. An optimal functioning of market rules is in turn determined by the quality of the sociological environment, by its cultural and moral values. Identify the relationship between personality characteristics and ethical principle has effect on organizational effectiveness.

Methods: This research is a descriptive survey. This paper aims to explain and clarify the inter-relationships and the interaction effects among business ethics and employees’ intelligence in international companies in Iran. Research variables were identified by interview with experts and review research literature. Based on key factors and relations derived from the literature and our semi structured interviews, our Hypotheses were formulated. The survey sample population consisted of 397 randomly taken employees who work in international companies in Iran, according to a cluster random sampling skim. Data accumulated through questionnaires were run through the Cronbach alpha reliability test. The structure and content of our questionnaire were discussed with the experts in mentioned semi-structured interviews and some modifications were made to justify the validity of our measuring instrument.

Results: An important part of the results revealed business ethics relates directly with cultural intelligence (r=0.55) and emotional intelligence (r=0.63) but business ethics doesn’t relate with logical intelligence. Also, Logical intelligence does not relate with cultural and emotional intelligence.

Conclusion: Our study results indicated that although there is a positive relationship between cultural intelligence and emotional intelligence, logical intelligence does not positively relate to cultural and emotional intelligence. It means that each employee with logical intelligence does not necessarily have cultural and emotional intelligence.

Keywords: Cultural Intelligence, Emotional Intelligence, Logical Intelligence, Business Ethics.

* Corresponding Author. E-mail: mh_ronaghi@ut.ac.ir
The Events and Consequences of the Normative Commitment in Universities

S.A. Hashemianfar, A.Rabbani, Z. Maher

Dept. of Social Sciences, Faculty of Literature and Human Sciences, University Of Esfahan, Iran

Abstract

Background: The present study aims at examining and understanding the process of formating normative commitment and its effect on scientific production in Esfahan university. The study starts with the identification of the factors which are involved in normative commitment issue from the standpoint of a number of theorists in the field of scientific community (like Randall Collins, Hagstrom) and then evaluate the effect of normative commitment on scientific production from the standpoint of the theoretians in the field of normative structure of science (like Merton, Resnik, …).

Methods: This study is designed as a survey gathered through quota sampling. the statistical population is comprised of all the full time academic members, PHD candidates and second-year M.A students who were present at Esfahan University the years 2010-2011 and yeilds a total number of 2865 individuals altogether. Among the population, a sample of 340 individuals has been selected as the actual participants of the study.

Results: of different departments, department of basic sciences showed the highest amount of scientific production, which is at sharp of contrast with the results obtained from technical and engineering department which showed the lowest amount of scientific production. there is a positive and significant relationship between normative commitment and scientific production. variables like “interactions and relations” and ”emotional energy”, also, indicate a positive and meaningful relationship with normative commitment in Esfahan university.

In the structural equation modeling, Fit indices shows that specified model confirms by gathereded data. Thus, this model suggested for increasing of normative commitment in Esfahan university.

Conclusion: with regard to the results of the study, the best suggestion is the encouragement of "interactions" and "emotional energy" between the academics which leads to the enhancement of the normative commitment, hence, their scientific production.

Keywords: Emotional energy, Interactions, Normative commitment, Scientific community, Scientific production.

* Corresponding Author: Zahra. maher@yahoo.com
Relationship between Spiritual Intelligence and Moral Intelligence with Transformational Leadership

V. Ghorbanizadeh*

Dept. of Public Administration, Management and Accounting Faculty, Allameh Tabataba'i University (ATU), Tehran, Iran

Abstract

Background: While many studies has been focused on leaders in the field of evolutionary leadership, new paradigm of leadership and management states that individual employees can interact actively and play important role in organizational life and can act as agents of change. Today it seems that the two concepts of "spiritual intelligence" and "moral intelligence" affects on the leaders and employees evolutionary roles as agents of organizational change. This paper aims to examine the relationship between spiritual intelligence and moral intelligence with the evolutionary leadership

Methods: The research method used in this study in terms of the goals is applied research and in terms of the data collection is descriptive survey. Data is gathered from 180 members of staff and managers as a sample at the Iranians Ministry of Economy and Finance at Tehran. Hypotheses and conceptual model of study have been tested by Spearman's correlation coefficient and structural equation modeling.

Results: Statistical analysis and indices indicate that the conceptual model is a good fit to the data sample and the relationship between both moral and spiritual intelligence with evolutionary leadership is positive and significant.

Conclusion: The results suggest that spiritual intelligence in compare with moral intelligence has stronger leadership with evolutionary relationship. That means having features such as inspiration, creativity; integrity and honesty, attitude and willingness to learn led to spiritual motivation in staff and they encourage the creation and pursuit of fundamental changes in the organization.

Keywords: Evolutionary Leadership, Moral Intelligence, Spiritual Intelligence

* Corresponding Author: Email: Ghorbani@atu.ac.ir