

Study on Interorganizational Factors Affecting the Promotion of Spirit and Consciousness in Department of Management, Yasouj Universities

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Abstract – Morale, represents a value in the field of culture and social duties and responsibilities with aspects of its angles and taking into account the Education and Islamic values can be decisive and effective role in development of cultural society, planners and managers, and policy makers massive development programmes to access to a great goals for the new Islamic civilization in a confident and hope. Morale of the most important elements in the ethics and our culture and the clearest behavioral modes of the Iranian nation in the history of the old, big official leadership on the issue has tremendous significance of that delicate situation in the country (Panahi, and Ibrahim-1386), and conscience of work as tension or internal force that people in the community to do more and better upfans , in the first rank of human cognitive levels , and in terms of a dignitaries that regulator and thoughts of the person's behavior and society , In recent years, work ethic quickly in business organizations has become important , because researchers have come to the conclusion that the position of the one hand and the competitiveness of the global markets, to a great extent people tend to work . They stressed that economic prosperity requires managerial ability, job skills, ethics, work with the work of the employees and ingrained convictions related to work (azeim, 1999). In this study was trying to examine intra – organizational factors affecting the promotion of the spirit of the conscience of the organizational work employees working in Yasouj / National universities. Work consciousness roots in our culture and beliefs. Due to this, it is so important that in terms of status and position is considered in the field of human's motivations and desires. The area of desires and motivations are the most fundamental areas of perception and existence for human being and by relying on that, the work consciousness or motivation to do right thing can be viewed as the most basic factors for individual and social behaviors of human being. These studies aimed at the investigation of inter organizational factors affecting the promotion of spirit and consciousness in employees of Yasouj universities. This research is analytical regression which was performed on 280 people of Yasouj universities' employees in year 2014. So, considering that statistical population is 280 people, the sample was estimated 228 people based on Jersey Morgan table. The sampling method was stratified proportionate assignment. For data collection, the Nihof and Moorman organizational justice questionnaire, Specter job satisfaction measurement questionnaire and Hakman and Oldham job motivation questionnaire would be used. To measure work consciousness of employees, the employees' work consciousness questionnaire Iraj Bastami was used. Data analysis was performed by using of SPSS 22 software which is included two parts. Descriptive part: in this part mean, deviation standard, frequency and frequency percent were used; inferential part: in this part, to test hypothesis the Pearson correlation test and to predicate work consciousness, the linear regression was used by using of independent variables. Finally, the results showed that organizational

justice ($r=0.300$ and $p=0.000$), job satisfaction ($r=0.252$ and $p=0.000$) and job motivation ($r=0.400$ and $p=0.000$) had positive and significant relationship with work consciousness. Organizational communications ($r=-0.110$ and $p=0.098$) organizational participation ($r=0.215$ and $p=0.083$) had no significant relation with work consciousness of employees. The results of linear regression showed that four variables including organizational justice, job satisfaction, job motivation and organizational participation are effective to predicate work consciousness, but organizational communication is not effective to predicate it. The results showed that most effective factor to predicate work consciousness is job motivation. Consequently, it is suggested that more attention be given to organizational justice, employees' job satisfaction and their motivation in universities of this city.

Keywords – Job motivation, Job Satisfaction, Organizational Justice, Work Consciousness, Organizational Participation, University, Yasouj.

I. INTRODUCTION

In the past decade, the concept of organizational conscience, an important position in the investigations into organizational behavior . Conscience was internal form opinions about the values and norms. And also internal form was about the culture of society. morale, having a personal responsibility , a job and organizational and tend to do right and job functions without direct supervision and internal factors to accommodate and similar to the organizational behavior and complex mental qualities and people in the work environment that the escalation and is being undermined (1380, moedfar) Moro believes that among the various forms of morale, the conscience of other aspects of organizational work is more important. One of the reasons for its high importance and there is evidence that confirms up and positive correlation between the conscience of the organizational work and organizational performance and efficiency on the one hand and a negative correlation between conscience and organizational work in the absence of delay and staff and displacement of them. Moro believes that the two following conceptual background about loyalty: as an effective response and based on a sense of duty and responsibility that defined and try to help the situation in the wake of the Moro Front for (1993 moro)...the desire to stay : Worker's willingness to stay on as a member of the Organization). Randell, the conscience of organizational work in three attributes the employees in short-May: 1)- strong confidence towards the individual and the adoption of the objectives of the organization 2)- a great effort and

look forward to the purposes of the 3)- full willingness to stay in the soil, (1376khakiy). This research to examine intra – organizational factors affecting the promotion of the spirit of the conscience of the organizational work employees working in Yasouj / National universities. In this paper on topics including speech issue, the importance and necessity, goals and territory and the definition of your keywords.

II. COMPUTATIONAL METHOD

Many pundits and thinkers paying attention to this issue and have dealt with and around the field work and a lot of empirical research and each pundits of different opinions and dealt with the causes and consequences of a raft of scarves for it. Morale is a factor that creates order in work and a sense of duty. The notion of conscience in organizations work, ethics and human relations because morality, commitment. And makes people than that - and conduct their job in the best and sensitive foreign control agent. In an organization their morale, increase the productivity level sustainable development, cultural development, stability and economic order management. As a general rule of their views and theoretical approaches to factors such as external factors, within the organization and the individual factors in order to strengthen or undermine morale, pointed out the staff. (Panahi, and Ibrahim-1386). Coincided with the end of the domination of the classic thoughts and ISIE harassment in management, according to a human and dimensions in more management and organizational conduct investigations to find more depth and territory under the title ethics or morale, many scholars, (1376). Usually conscience is defined as the inner force that Fred or society towards a correct and good behavior. The force or force that is in the field of human heart or mind is a complex process through the area, the impact of neutrality and behaviors. Stephen Robbins in his book entitled managing the conscience laws and principles in the moral conscience has defined the right to reinforce Habibi, (1376.habiby.p117). As well as their work or activity, broad implications on and from different angles also can be defined. Including the theoretical perspectives, philosophy, all God and actions of creatures work in calling upon one. But this definition of due to the extent of the definition of a long way in the discussion of morale. So in the definition can work, sets to work that every person in the production of goods or services, and through that part of its needs, the family, the organization and a

society, of course, this definition, something that generators, is useful and mainly in the framework of an organization, so that no less favourable treatment for the momentum associated with the ideals and values to Fred and comprehensive. According to the definition of the concept of conscience, and what can be considered inner force that human to do more and better tends so that without the need for external supervision and control through and spontaneous best interests to the tasks assigned to do. Moody's and his colleagues also believe that organizations in many cases, people need to be in favour of the organization and even beyond exercise the functions provided for action. This is especially sensitive jobs is of paramount importance. In such a short dependence and continuity in the members of the OIC, rising costs required strict control systems and wrapped in organizations. In addition to having employees in side build values and objectives of the organization, belonging to know; ensure that people in appearance, and in order to provide the interests of the act.

III. RESULTS AND DISCUSSION

1-1. Connection motivation of jobs and morale employees Yasouj / National Universities.

Another independent variables associated with morale, reviewed the job motivation. In this thesis was trying to test using Pearson correlation between these two variables investigated. With a view to sign the Pearson Correlation coefficient and significant level, Pearson test results to determine the relationship between motivation of jobs and conscience, personnel indicated the communication Yasouj / National University (0.308 and 0.001r = p) and the Free University (r = 0.423 and 0.000) = p positive and at the level of the 99% and Payame Noor University (0.396 and 0.037 r = p) and applied scientific (r = 0.398 and 0.041) = p positive and at the level of the 95%-meaning. The results also show universities Yasouj / National City and significant relationship in the level of 99% between job motivation (r = 0.400 and 0.000) = p. Thus, in the staff job motivation would change in their conscience. This relationship is so that the increase in the number motivation increase morale, employees and the decline in the staff job motivation to cause a decrease in the amount of their conscience. So the hypothesis that meaningful relationship between job motivation conscientious approved staff (Table1).

Table (1) Solidarity motivation conscientious employee job

at the University of correlation coefficient (r) the level of significant (p) describe solidarity		
** ** *Yasouj / National University	0.380 ⁵⁵	0.0001 average
** ** *Free University W423 ⁵⁵	0.423	0.000 average
Payame Noor University*396 ⁵⁰	0.396	0.037 average
Scientific university application*389 ⁵⁰	0.398	0.041 average
-University of Yasouj / National* ** *400 ⁵⁵	0.400	0.000 average

Source: Research findings * * : in the level of 1 % * : significant at the level of 5 %, ns : the lack of a sense of your

1-2. *The relationship between organizational participation and the conscience of the staff working staff Yasouj / National universities*

In order to examine the relationship the participation of organizational and morale employees, as well as other hypotheses Yasouj / National universities before the investigated, Pearson correlation coefficient. As Table 2 shows, significant level between the two variables Yasouj / National University (0.393 and 0.027 $r = p$) and Payame Noor University ($r = 0.285$ and 0.0380.05) is less so partnership relationship organizational and morale employees at the level of 95% meaningful. Moreover, the

Pearson Correlation coefficient is a positive sign after relating variable organizational participation and morale employees in the two universities is a direct connection. But the results of the Free Islamic University in the city of 197/0 Yasouj / National ($r = 0.109$ and $p = 0.456$) and scientific university application ($r = 0.099$ and $p = 0.456$) = p . There suits also between all city universities Yasouj / National significant ($r = 0.215$ and $p = 0.083$) = p . Therefore, this hypothesis is based on the relationship between organizational meaningful participation and morale, approved by the employees.

Table (2) Organizational participation and the conscience of the staff working staff Yasouj / National universities: at the University of correlation coefficient (r) the level of significant (p) describe solidarity

*** Yasouj / National University	0.393	0.027	medium - sized
*** Free University	0.197 ^{ns}	0.109	you're not mean
Payame Noor University	0.285	0.038	down
Scientific university application	0.099 ^{ns}	0.456	you're not mean
-University of Yasouj / National	0.215 ^{ns}	0.083	you're not mean

Source: research findings *** : in the level of 1 % * : significant at the level of 5 %, ns : the lack of a sense of your

1-3. *Examine the effect of the independent variables on employee morale*

Structures to clarify affecting the morale of the regression analysis Yasouj / National University Academic Staff multiple simultaneous method (Enter). Table 3

information on this analysis shows. The same-that Table (3) shows, independent variables are 1- organizational justice (X1) 2-job satisfaction (X2), 3-organizational communications (X3), 4-motivation (X4) and 5-participation (X5).

Table (3) Multiple regression analysis results

Variable	B	BetaT	P
fixed number	2.013	- 15.461	0.000
organizational justice	0.228 0.316	1.197	0.002
job satisfaction-	0.14-0.297	-2.698	0.008
Corporate Communication	-0.703	- 0.711 -10.432	0.000
job motivation 0.766	0.885	9.814	0.000
organizational participation	0.096	0.101 2.282	0.126
Sig = 0.000	46.022 =F		
0.672	R = 0 R ² = 0.452 0.442		R ² Adjust=

Dependent variable, the research work of staff conscience. Source : research findings.

the amount of calculated at the level of 99 percent (F = 46.022, sig = 0.000) represents the meaning of the regression model represents the meaning of the regression model. In this model of organizational justice (X1), job satisfaction (X2), the organizational communications (X3) job and motivation (X4) (only) is an independent variable between the dependent variable (morale employees), they have a significant impact. In order to estimate the estimate, according to data obtained and meaning full final model of multiple regression in this study (Table 3), with the following equation can be estimated the employee empowerment:

$$Y = 2.293 + 0.228X_1 - 0.14X_2 - 0.703X_3 + 0.766X_4$$

as well as the results Table 3 shows that between variables 2/44 percent (R² Adjust = 0.442) of the variable fluctuations criterion (morale employees). On the other hand, examining standardized regression coefficients (β) shows that the independent variable motivation to the

organizational variables investigated and share more influence on the dependent variable is expected. After the lion's share of organizational motivation organizational justice in his conscience between personnel Yasouj / National universities.

IV. RESEARCH STUDY PROPOSALS

1- Proposed in future research male and female employees in terms of morale, employees and the impact of organizational variables staff working on our conscience.

2- Have been proposed in comparison to examine the conscience of the personnel between managers and officials, members of the delegation, Ulaimi employees universities, the company employees and workers in the city and other universities Yasouj / National.

3- Have been proposed in future research the influence of factors of personality factors , such as more job harmony , organizational commitment , job rotation and ... the morale, employees are measured Yasouj / National universities.

4- Model is proposed by appropriate factors affecting employee morale prioritize Yasouj / National universities.

V. CONCLUSION

Given that the overall objective of the present study, study the relationship between the variables and internal factors on employee morale Yasouj / National universities. In order to provide effective strategies in order to improve and promote employee morale Yasouj/ National City universities by change and improve organizational variables for justice and job satisfaction and...the staff. Finally the results of this research suggests that the hypothesis of 45, this research hypothesis. Four variables organizational justice, job satisfaction, the participation of organizational and job motivation and significant relationship to the conscience of the personnel were Yasouj / National at universities. And organizational communications relationship with meaning employee job motivation. As a result of the increase in with four variables organizational justice, job satisfaction, the participation of organizational and job motivation to raising morale employees in the universities. A multiple linear regression results also showed that only variable organizational justice, job satisfaction, motivation and organizational participation in Te been between employees and morale is meaningful and overall with regard to be meaningful model and standardized regression coefficients (β) motivation variables job as the most important factor was determined. Study showed the relationship motivation Yasouj / National University, a job in the Open University, Payame Noor University, the University of practical and scientific among Yasouj / National universities positive meaningful. Therefore, this hypothesis is approved. So at the University of Free and universities Yasouj / National with an increase in the level of job motivation, morale, also increase. These results are in line with the results of the poplars et al. (1387). Motivation makes the job of their employees to be perceived as well as his career these workers are trying to attract the satisfaction that managers. So the workers and conscience to its affairs. So in this study job motivation and morale significant relationship with each other.

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