

عنوان مقاله:

Identify and Prioritize the Individual Value System and Decision-Making Styles and Examine their Relationship Case
(Study: Managers of Pars Special Economic Energy Zone (PSEEZ

محل انتشار:

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خلاصه مقاله:

The present research seeks to assess the relationship between the Individual value system and decision-making styles. The statistical population (۱۹۰ people) consists of Pars Special Economic Energy Zone (PSEEZ) Organization managers who were assessed using the Census Method. The Myers and Myers cognitive demographic and value systems questionnaire and Scott and Bruce's decision-making questionnaire were used with a response rate of ۹۰%.. Data was analyzed with the SPSS and Smart Planning softwares. It was found that the dominant Individual value system is success-oriented, followed respectively by system-oriented, realistic, tribal, community-oriented, and autocentric. Also, the dominant decision-making style in the statistical population is rational, followed by intuitive, dependent, avoidant, and spontaneous decision-making styles respectively. It was also concluded that success-oriented and tribal value systems had the most significant relationship with decision-making styles and the community-oriented value system the least. Only the individual variables of race (ethnicity) and field of study had a significant relationship with the Individual value system. The other personal and organizational variables had no significant relationship with the Individual value system. Creating motivation and a sense of employee participation in the future of the organization is proposed as the most important way of improving the value system of the statistical population so that the tendency to make spontaneous decisions can lean more towards making rational decisions to the same extent. Investigating the relationship between decision-making styles is another effective topic in improving these in an organization and is thus recommended to other researchers in the field.

کلمات کلیدی:

decision-making styles - Individual value, south pars zone - Iranian Oil Industry

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