

## عنوان مقاله:

Mediating Role of Perceived Organizational Justice on the Relationship between Perceived Organizational Policy and  
Citizenship Behavior of sports experts in Tehran Municipality

## محل انتشار:

مجله مطالعات نوین در مدیریت ورزشی، دوره 2، شماره 2 (سال: 1400)

تعداد صفحات اصل مقاله: 10

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## خلاصه مقاله:

The purpose of this study was to investigate the effect of organizational justice on the relationship between organizational policy and organizational citizenship behavior of sports experts in Tehran Municipality. The statistical population of the present study was all the experts of ۲۲ districts of Tehran Municipality (N= ۱۸۰۰) and the statistical sample according to Cochran's formula was equal to ۳۱۷ people. Finally, out of ۳۵۰ distributed questionnaires, ۳۲۳ questionnaires were found to be valid. A four-part questionnaire was used to collect the research data. The validity of the questionnaires was confirmed by ۵ experts and Cronbach's alpha coefficient was used in the pilot study for assessing the reliability of the research tool. Conducting Pearson correlation test as well as structural equation modeling through SPSS and LISREL software were used to examine the research hypotheses. The results of Pearson test showed a negative and significant relationship between organizational policy and organizational citizenship behavior (-۰.۵۱) and regression analysis of the study showed that ۳۲% of changes in citizenship behavior could be predicted by organizational justice and organizational policy variables (۳۲/۳۲). Testing the research model revealed the indirect effect (mediated by perceived organizational justice) and direct effect of perceived organizational policy on organizational citizenship behavior. Moreover, the coefficient of direct impact (-۰.۱۸۳) of perceived policy on organizational citizenship behavior was found to be more than its indirect effect (-۰.۷۰۵).

## کلمات کلیدی:

Citizenship Behavior, Municipality, Organizational Justice, Organizational Policy, Sports Organization

## لینک ثابت مقاله در پایگاه سیویلیکا:

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