

عنوان مقاله:

Designing & Validating a Model of Organizational Policy Perception Indicators Based on Political Ethics

محل انتشار:

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خلاصه مقاله:

Background: Organizational politics within organizations, like the power around the manager, is broad and widespread, and managers consider political behavior as a part of organizational life that is inevitable, and on the other hand, the impact of ethics on social and especially political behaviors is undeniable. Therefore, the purpose of this study was to design and validate organizational policy indicators based on political ethics. Method: The method of the present study was integrated (qualitative and quantitative) and in terms of purpose was applied research. The qualitative section consisted of experts with experience in the field of political behavior who interviewed 11 people using purposive sampling. The texts of the interviews were also analyzed by coding method. In the quantitative part, the statistical population was the heads and experts of the Ministry of Interior (101 people). The sample size was selected based on Morgan and Krejcie table of 100 people by random sampling method. The research instrument was a completed questionnaire with 3 dimensions, 10 components and 99 indicators, the reliability of which was obtained by Cronbach's alpha test of 0.91. Structural equations with Smart PIs software were used to analyze the data. Results: The results showed that the organizational, personal and job dimensions had (0.57, 0.44, 0.37) direction coefficient in the organizational policy model based on political ethics, respectively, and the research variables could be 0.66, the perception variable. Predict organizational policy based on political ethics. Also, the overall fit of the model was evaluated at a very high level (GOF = 0.59). Conclusion: The model of perception of organizational policy indicators based on political ethics with 3 dimensions and 10 components has a good fit and can be considered as a suitable model of political behavior in public and private organizations in Iran.

کلمات کلیدی:

Organizational policy, Political ethics, Organizational dimensions

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