

عنوان مقاله:

Explanation of the Role of Ethical Climate & Social Undermining in Employee Job Involvement

محل انتشار:

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خلاصه مقاله:

Background: Job involvement is one of the most important ways to increase employee effectiveness by improving ethical climate and reducing social undermining. On the other hand, job involvement helps employees to be more committed to their work. The purpose of this study was to investigate the role of ethical climate and social undermining on job involvement of employees. Methods: Research method is applicable in terms of practical purpose and type of descriptive–correlation and stepwise regression. Among ۲۹۲ employees of the general department of education of Lorestan Province, ۱۶۹ were selected by relative stratified random sampling. In order to collect data, from three questionnaires of ethical climate, social undermining was used in job and job involvement. SPSS software was used to analyze data from descriptive statistical methods and Pearson correlation coefficient and stepwise regression. Results: The results showed that ethical climate and its dimensions have a significant positive relationship with job involvement. ۲۱.۳% of the changes in job involvement of employees are influenced by ۳ aspects independence and instrumental and regulation. Also, social undermining and its dimensions have a significant negative relationship with job involvement. ۴.۸% of job involvement changes are affected by the aspect coworker undermining. Conclusion: Based on research results of ethical climate and social undermining have an impact on job involvement and are considered as important variables associated with it.

کلمات کلیدی:

Job involvement, Ethical climate, Social undermining

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