

عنوان مقاله:

Investigating the Effect of Organizational Socialization and Social Capital on Employee Accountability Emphasizing the Mediating Role of Professional Ethics

محل انتشار:

مجله بین المللی اخلاق و جامعه، دوره 4، شماره 1 (سال: 1401)

تعداد صفحات اصل مقاله: 9

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خلاصه مقاله:

Background: Considering the important role of the employees of sports and youth departments in promoting health in society, their accountability in performing serious tasks is of special importance and guarantees health indicators, improving the quality of services. Accordingly, the present study aimed to investigate the effect of organizational socialization and social capital on accountability emphasizing the mediating role of professional ethics among employees of sports and youth departments of East Azerbaijan Province. Method: This research is correlation using descriptive methods for applied goals. The statistical population of the study included ۳۲۲ employees of all sports and youth departments of East Azerbaijan Province. The sample size was ۲۰۳ according to the statistical population using stratified random sampling method. Standard questionnaires of organizational socialization, social capital, accountability and professional ethics were used to collect data. To test the research hypotheses, Pearson correlation test and structural equation modeling have been used. The collected data were analyzed using SPSS ۲۵ and LISREL ۸.۸ software. Results: There is a positive and significant relationship between the variables of organizational socialization and social capital with the professional ethics of employees. Also, the correlation coefficient between the variables of professional ethics and accountability ($r = ۰.۳۸$) is positive and significant. At the same time, through the mediation of professional ethics, the variables of organizational socialization and social capital can anticipate employee accountability. Conclusion: This study showed that organizational socialization, social capital and professional ethics have an effective role in the accountability and in order to promote employee accountability along with accountability training, these factors should also be considered.

کلمات کلیدی:

Organizational socialization, Social capital, Accountability, Professional ethics, Employees of sports and youth departments

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