

عنوان مقاله:

The Impact of Organizational Culture on Organizational Silence and Voice of Faculty Members of Islamic Azad University in Tehran

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خلاصه مقاله:

Organizational voice and silence are two intertwined strategies in organizations. Organizational voice is an appropriate communicational tool in order to improve the organization. On the other hand, silence can have destructive effects on the decision-making process and organizational changes. Organizational culture is the important factor which facilitates ways of expressing ideas by employees and preventing silence. This applied study was a descriptive-analytical correlational analysis which aimed to investigate the effect of organizational culture on organizational silence and voice of faculty members of Islamic Azad University in Tehran. The population consisted of all faculty members of Islamic Azad universities in Tehran (۱۳۰۸ individuals). In this regard, ۳۱۷ individuals were selected as a sample size using Morgan Table and stratified random sampling method. In the present study, stratified sampling was related to five branches in different regions (North, South, West, East, and Central branches of Tehran Azad Universities). Data collection was carried out using three standard questionnaires. For data analysis, Structural Equation Modelling (SEM) along with Lisrel software was performed. The results of the present investigation indicated that organizational culture had significant impact on organizational silence and voice of faculty members in Islamic Azad University in Tehran.

کلمات کلیدی:

Organizational Culture, Organizational Silence, organizational voice

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