

عنوان مقاله:

(Analyzing the Effect of competitiveness on staffs performance (case study: yazd mines and industrials organization

محل انتشار:

دومین کنفرانس بین المللی مدیریت، کارآفرینی و توسعه اقتصادی (سال: 1392)

تعداد صفحات اصل مقاله: 18

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خلاصه مقاله:

This study analyzes the work performance of staff with a competitive disposition. This paper shows a positive link between dispositional competitiveness and discretionary performance. Also is shown that competitive psychological climate has important role and it impacts on staff's discretionary performance. The questionnaires distributed among all of staff's Yazd Mines and Industrials Organization & dependent organizations (Yazd Industrial Estates Company, Yazd chamber of commerce). Out of 145 questionnaires distributed 123 questionnaires were returned. By using LISREL software results show that dispositional competitiveness and competitive psychological climate impacts on better performance. Also Competitive Psychological Climate increases dispositional competitiveness

کلمات کلیدی:

Dispositional Competitiveness, Discretionary Performance, Competitive Psychological Climate, LISREL Software

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