

عنوان مقاله:

Factors Affecting Organizational Misbehavior and its Relationship with Job Burnout: Case Study on Kurdistan Agriculture Organization in Iran

محل انتشار:

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خلاصه مقاله:

The overall purpose of this research is to identify those factors influencing the organizational misbehavior and its relationship with job burnout in staff departments of Kurdistan Agriculture Organization in Iran. The current study is an applied and survey research using a self-constructed and standard mixed questionnaire. The statistical population consists of 185 managers and staffs. The sample equals to 118 according to the Morgan's table among which 81 questionnaires were returned to be considered for final analysis. The research tool reliability measuring by Cronbach Alpha was equal to 0.77 which is more than the acceptable threshold. Descriptive and inferential statistics were used by applying SPSS and Lisrel software packages. Findings showed that misbehaviors of three personality types of S, D, and O affect the job burnout. Also, based on the respondents' views, inconsistency between the employees' incomes and expenses and inefficient economic structure is the most influential factor contributing to the organizational misbehavior. Disregarding the employees' welfare, frequent frustrations and stresses and inappropriate management system in the organization in different dimensions are the most influential factors affecting the job burnout.

کلمات کلیدی:

Organizational misbehavior, Type S, Type D, Type O, Job burnout, Kurdistan Agriculture Organization

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