

## عنوان مقاله:

An investigation of the relationship between the components of the work ethic and organizational commitment among the staffs of Isfahan University of Medical Sciences

## محل انتشار:

مجله بین المللی پژوهش روانشناسی و علوم تربیتی، دوره 3، شماره 1 (سال: 1396)

تعداد صفحات اصل مقاله: 8

## نویسندگان:

Ali Safdarian - *Health Management and Economics Research Center, Isfahan University of Medical Sciences, Isfahan, Iran*

Azadeh Alavi - *Health Management and Economics Research Center, Isfahan University of Medical Sciences, Isfahan, Iran*

Hamide Moaiedfar - *Health Management and Economics Research Center, Isfahan University of Medical Sciences, Isfahan, Iran*

## خلاصه مقاله:

**Introduction:** Many of the actions by managers and staff are rooted in ethics. In the present era, noncompliance with certain ethical standards has raised great concerns in the public and nongovernmental sectors. One of the major concerns of executives is how to create appropriate platforms for ethics and strengthen the sense of responsibility and commitment to human factors. The purpose of this study was to examine the relationship between Islamic work ethics and dimensions of organizational commitment including exchange commitment, continuity, and replication. **Research Methodology:** The study was correlational in terms of description that was performed on 180 staff of Isfahan University of Medical Sciences in 2013. Islamic work ethics standard questionnaire by Mooghali et al. (2013) and organizational commitment questionnaire by Balfour and Wechsler (1996) were the instruments of this study. Collected data were analyzed using SPSS (Version 19). **Findings:** The results showed that each of the components of Islamic work ethic and sub-structure of organizational commitment have had a positive relationship with each other, so that the most relationship was between faith and commitment replication ( $P = 0.741$ ), and the lowest correlation between religious responsible behavior with exchange commitment ( $P = 0.244$ ), respectively. **Discussion and Conclusion:** The effect of the work ethic in Iran is very important with an emphasis on ethics and culture of an organization and could be interacting components, such as organizational commitment. According to the results of this study, the governance of Islamic work ethics and commitment was favorable among employees and factors of the Islamic work ethics have a direct and significant impact on organizational commitment

## کلمات کلیدی:

Commitment, Islamic work ethics, work ethic

## لینک ثابت مقاله در پایگاه سیویلیکا:

<https://civilica.com/doc/665627>



