

عنوان مقاله:

The Relationship between the Organization Movement and the Desire to Move with of Organizational Silence Behavior of Isfahan Customs Staff

محل انتشار:

دومین همایش بین المللی و چهارمین همایش ملی پژوهش های مدیریت و علوم انسانی در ایران (سال: 1396)

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خلاصه مقاله:

This study aimed to determine the relationship between the organization movement and the desire to move with of organizational silence behavior of Isfahan customs staff and this research is applied correlational. The study population included all workers in the province to 125 people formed customs. That due to the limited number of people was all census employees. The research tools included a questionnaire with 15 items of organizational silence Likert spectrum, the three degree displacement spectrum with 4 items and the desire to move with 4 items on a scale of five was the tool face and content validity by the supervisor, and many of the respondents were approved subject experts and its reliability by using Cronbach s alpha coefficient, respectively (0.89), (0.82), and (0.78). Following the analysis of the data inferential statistics, correlation, regression and analysis of variance was used manifold. The results showed that there is a significant relationship between the movement of staff between the behavior of organizational silence ($p=0.10$, $r=0.762$). The relationship was accepted with caution external, but internal components will be accepted with certainty. As well as the behavior of organizational silence and the desire to move employees ($p=0.10$, $r=0.512$), the relationship is significant. In this section the significance of the relationship in obedient silence and silence defensive components with certainty accepts but there was no significant relationship altruistic component silence

کلمات کلیدی:

employee turnover, organizational silence behavior, desire to move, Isfahan customs

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