

The Effect of Organizational Political Climate on Organizational Citizenship Behavior Education Naghadeh City

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Abstract: The aim of study was to investigate the impact of organizational political climate on organizational citizenship behavior Naghadeh City is education. So, it can be concluded that this approach applied research and the research method is descriptive survey. The study population consisted of 453 employees working in Naghadeh City is employee education. According to the results of the sample of 208 respondents sample size and sampling methods available have been used. Gathering tool was a questionnaire survey to determine the content validity of the professors and graduates of management science and management experts have been used. Cronbach's alpha was used to test the reliability of the test and alpha coefficient was estimated $>7/0$. Kolmogorov-Smirnov test data to determine the distribution and to test the hypothesis test, Pearson correlation and linear regression was used. The results indicate that the correlation coefficient between the two variables was political climate and behavior and high levels is equal to $684/0$, R^2 is the square of the value of $468/0\%$ indicates that $8/46$ affected the political climate is changing the behavior of citizens. The organizational political climate on organizational citizenship behavior affects education Naghadeh City.

Key words: Organizational political climate, organizational citizenship behavior, organizational politics, organizational process, descriptive survey

INTRODUCTION

Since, the community is a community organization, activities in the field of birth, education, work, recreation, spiritual growth and death takes place in the community is frequently influenced by the environment. Hospitals, schools, work places and stadiums, places that most of us may be a significant part of your life spend in the atmosphere (Ahmadi and Bolbanabad, 1971).

Heavy and by definition, organizational climate in the organization referred to the public perception of the environment. And by the formal organization, informal, personality and organizational leadership. To understand the behavior of individuals in the organization to identify and predict the behavior of staff is very important. Managers have to pay attention to the type of attitude that would affect a person's attitude and behavior (Rastgar *et al.*, 2012a). For example, worker absenteeism are less satisfied with their jobs. And the displacement disgruntled employee with less, if we assume that the manager wants to lower absenteeism rates. In particular, will not be efficient and productive workers, to leave the organization should act in such a way that a positive

attitude to find a job. It is important to control attitudes and administrators can engage employees to things that appear to be consistent with their attitude. Management attaches considerable importance to the attitude of the staff. Staff attitudes and behaviors that are sensitive to the organization. In connection overall, the staff has a set of stable and identifiable attitudes towards their work, some of them are: pay, working conditions, job duties. The political climate of organizational manifestation of culture, a combination of feelings, attitudes, behaviors shaping the organizational and institutional reality with a concept defined objective (Rastgar *et al.*, 2012a, b).

Literature review

Corporate citizen: Although, the first term organizational citizenship behavior by Oregon was used but before he even those who like Katz and Kahn distinguish between the role and innovative behavior and boiling in the seventies and eighties before their deaths and expressed the willingness to cooperate in Chester. This issue was noted. Oregon organizational citizenship behavior (Tastan and Davoudi, 2013, 2015; Tabarsa *et al.*, 1969). As positive measures to improve the efficiency of the staff

and solidarity and cohesion in the workplace knows that beyond the requirements of an organization. Oregon also believes that organizational citizenship behavior of individual behavior but nevertheless enhance the effectiveness and efficiency of the organization. The concept of organizational citizenship behavior first by Bateman and Organ in the early 1980s was introduced to the world of science. Initial investigations that were conducted in the field of organizational citizenship behavior. To identify the responsibilities and behaviors of their employees in the organization were often ignored. This behavior despite the fact that the traditional measures of job performance, incomplete or even sometimes neglected measures were but were effective in improving organizational effectiveness (Biestock *et al.*, 2003; Davoudi *et al.*, 2012, 2013; Fany *et al.*, 1970).

Organizational climate: There are many definitions of the political climate in the organization. Some views organizations as the use of power politics to influence decision-making processes or ensure that Rhavrdhay condition are favorable for an all-powerful, interpret. The policy of the organization as a process of building coalitions to achieve control over a situation. And to ensure a positive result of the coalition is defined in the policies of organizations is a fact of life. Sum of activities by staff to obtain an increase in the use of power and other resources is done. In situations of uncertainty and inconsistency to enable it to achieve their desired goals (Moorhead, 1974). Those activities not required as part of the official role in organizations. But, the distribution of benefits and shortcomings in their internal influence or seek to influence them come over (Robbins, 1992). The political climate in the organization is a kind of character assassination that the said behavior of a person or certain people because of achieving personal goals or your group are not able to use the correct methods and reasonable and they can not correct their interests in a way acceptable and in accordance with the ethical earn a try (Tastan and Davoudi, 2015 a, b; Karimi *et al.*, 1969).

During this process, specifically a person or persons to the bosses, subordinates and colleagues undesirable and low and finally opposition against the organization's goals and methods are common and accepted in the community. Star in a study entitled "The Relationship between the Dimensions of Organizational Climate and Acceptance of Curriculum Innovation" concluded between organizational dimensions climate and acceptance of curriculum innovation there is a positive relationship. Between the organizational climate

(corporate image, democracy, law and order to achieve the overall objectives of the organization, socio-cultural factors) and the purpose of the acceptance of innovation in curriculum content, curriculum, teaching-learning activities, curriculum evaluation methods and there is a significant positive relationship. The mean climate and acceptance of curriculum innovation with respect to demographic variables (type of work experience, academic rank, scientific trips) there is a significant difference. Average adoption rate of innovation in curriculum between organizational climate with respect to demographic variables (gender) there is no significant difference (Mousavi *et al.*, 1972).

Port to check the strength and political climate in the organization. This study aims to introduce the causes, consequences and morality or immorality of political behavior and power in the organization is doing. Ethical conduct of political behavior in the interests of the organization. Political behavior in the organization can not be destroyed because they are an unavoidable phenomenon. Therefore, effective managers must accept the nature of political organization, political strategies set and thereby bring many benefits to your organization (Appelbaum *et al.*, 2004; Biestock *et al.*, 2003).

Rahimnia and Fzranh conducted another study. The purpose of their study was to investigate the effect of perceived organizational justice as perceived by staff from the political climate of the relationship between their aversion. For this purpose, a sample survey of 265 people by all branches of government (BRA) Khorasan Razavi province were tested using a questionnaire. The results have a direct influence on the perception of political space communication confirmed aversion. But the indirect effects of personnel perception of the political climate on the relationship between avoidance of perceived organizational justice was not proved. According to the results presented, better manager is to facilitate and expedite communication between employee's perception of the climate of the organization and its employees pay because this can lead to increased efficiency and productivity of the organization (Cavanagh *et al.*, 1981; Civiello, 2005; Tastan and Davoudi, 2017).

Yu using a structural equation model to determine the effect of job autonomy on the relationship between job satisfaction and organizational citizenship behavior in the payment of university librarians in Taiwan. They found that when high levels of job autonomy in the relationship between job satisfaction and organizational citizenship behavior is strong. Instead Sharmil in a study called "organizational citizenship behavior in public and private sector organizations and its impact on job satisfaction".

Comparative study of Hindi as a survey of 200 employees was conducted in one of the two public and private sector. Found that employees in the public sector compared to private sector employees have a greater degree of organizational citizenship behavior (Cohen *et al.*, 2001).

Sone in their study to investigate the relationship between leadership style and organizational climate Prdaht creativity and innovation. The results showed that his leadership style has a positive relationship between creativity and innovation staff, there is a significant place. The changing climate has a significant positive effect on creativity and innovation variables. Joanna in their study to determine the relationship between organizational creativity and innovation. His research results showed that organizational climate with direct and significant positive relationship between creativity and innovation (Cohen-Charash and Spector, 2001; Cole and Flint, 2004; Colquitt *et al.*, 2001).

MATERIALS AND METHODS

The population consists of individuals and businesses with at least one trait in common. The study population consisted of 453 employees working in tinsel city is employee education. These people have service records and positions your organization are working now. Given that the level of education and also needs to do his job to know. Can the political climate and organizational citizenship behavior respond to the survey questions. According to the results of Cochran's sample size was estimated to be 208 people. It is worth noting that this estimate is done at the level of 0.05. According to the study sample collection tool and also the homogeneity of the population of available sampling has been used. To gather the standard questionnaire-based study summarized and amended. Sam and Lyle organizational political climate questionnaire which contains 20 items. This questionnaire measures the influence and organizational dynamics, business interruptions, intimacy organizational, institutional interest, consideration, institutional, organizational policy and organizational processes.

Through a standard questionnaire Podsakoff dimensions mediator behavior is examined. Given that the questionnaire used structural equation modeling approach has been revised and corrected (Table 1).

Table 1: Cronbach's alpha

Factors	Cronbach's alpha
Standard questionnaires organizational political climate	0.839
Organizational citizenship behavior questionnaire	0.814

RESULTS AND DISCUSSION

Data analysis: In this part of the analysis examines, the distribution of the sample in terms of variables such as gender, age, education and work experience are paid (Table 2).

The first sub-hypothesis test: Influence on organizational citizenship behavior and organizational dynamics affect education tinsel city (Table 3). The Pearson correlation coefficient between the two variables mentioned (dynamics and behavior) is equal to 0.665 and the amount is relatively high (the higher the value of the coefficient 1 is closer demonstrate the strong correlation between independent variables and the dependent variable) However, due to the significant level 0.001 can be concluded that there is a significant correlationIn other words, the null hypothesis of no association between the two variables dynamics and behavior is rejected.

The second sub-hypothesis test: Organizational burdens on organizational citizenship behavior affects education tinsel city (Table 4). The Pearson correlation coefficient between the two variables mentioned (harassment and behavior) is roughly equal to the amount 0. 636 is high. The higher the value of the coefficient 1 is closer demonstrate the strong correlation between independent variables and the dependent variable) with respect to the significance level, we can conclude 0.001. There is a significant correlation, in other words, the null hypothesis of no association between the two variables is rejected intrusive and behavior.

The third sub-hypothesis test: Organizational intimacy on organizational citizenship behavior affects education tinsel city (Table 5). The Pearson correlation coefficient between the two variables mentioned (intimacy and behavior). The amount is roughly equal to 0.653 is high, (no matter how much this factor in 1 is closer demonstrate the strong correlation between independent variables and the dependent variable). However, due to the significant level 0.001 can be concluded that there

Table 2: Descriptive statistics for variables

Abundance	Average	SD	Skewness	Elongation	Variable
Influence and dynamics	0.514	0.989	0.71155	4.5795	208
Disturbance	0.128	0.651	0.69584	3.1857	208
Intimacy	0.359	0.307	0.88998	3.1932	208
interest	0.158	0.218	0.25961	3.1256	208
Gary considerably	0.205	0.980	0.88799	5.4258	208
Policy	0.858	0.777	0.82155	3.4527	208
Process	0.554	0.368	0.77522	3.1932	208
Behavior	0.352	0.971	0.65836	4.1328	208

Table 3: The correlation between the dependent variable and the independent variable components

Independent variable	Dependent variable	R	R ²	Adjusted R ²	SD	Sig.
Influence and dynamics	Behavior of the citizens	0.665	0.442	0.44	0.54546	0

Table 4: The correlation between the dependent variable and the independent variable components

Independent variable	Dependent variable	R	R ²	Adjusted R ²	SD	Sig.
Disturbance	Behavior of the citizens	0.636	0.404	0.401	0.56368	0

Table 5: The correlation between the dependent variable and the independent variable components

Independent variable	Dependent variable	R	R ²	Adjusted R ²	SD	Sig.
Intimacy	Behavior of the citizens	0.653	0.427	0.424	0.55291	0

Table 6: The correlation between the dependent variable and the independent variable components

Independent variable	Dependent variable	R	R ²	Adjusted R ²	SD	Sig.
Favourites	Behavior of the citizens	0.567	0.322	0.318	0.60160	0

Table 7: The correlation between the dependent variable and the independent variable components

Independent variable	Dependent variable	R	R ²	Adjusted R ²	SD	Sig.
Consideration	Behavior of the citizens	0.394	0.156	0.151	0.67116	0

is a significant correlation. In other words, the null hypothesis of no association between the two variables intimacy and behavior is rejected.

The fourth sub-hypothesis test: Favorites organizational behavior, organizational citizenship education affects tinsel city (Table 6). The Pearson correlation coefficient between the two variables mentioned (Favorites and behavior) is equal to 567/0 and the amount is relatively high (The higher the value of the coefficient 1 is closer demonstrate the strong correlation between independent variables and the dependent variable) However, due to the significant level 001/0 can be concluded that there is a significant correlation, In other words, the null hypothesis of no association between the two variables of interest and behavior is rejected.

The fifth sub-hypothesis test: Consideration of organizational behavior affects organizational citizenship education tinsel city (Table 7). The Pearson correlation coefficient between the two variables mentioned (Gray and behavior) is roughly equal to the amount 0.394 low.

Table 8: The correlation between the dependent variable and the independent variable components

Independent variable	Dependent variable	R	R ²	Adjusted R ²	SD	Sig.
Policy	Behavior of the citizens	0.610	0.372	0.369	0.57869	0

Table 9: The correlation between the dependent variable and the independent variable components

Independent variable	Dependent variable	R	R ²	Adjusted R ²	SD	Sig.
Process	Behavior of the citizens	0.669	0.447	0.444	0.54316	0

The higher the value of the coefficient 1 is closer demonstrate the strong correlation between independent variables and the dependent variable) with respect to the significance level, we can conclude 0.001. There is a significant correlation, in other words, the null hypothesis of no association between the two variables, consideration and behavior is rejected.

The sixth sub-hypothesis test: Organizational policy on organizational citizenship behavior affects education tinsel city (Table 8). The Pearson correlation coefficient between the two variables mentioned (policy and behavior) is equal to 0.610 and the amount is relatively high. The higher the value of the coefficient 1 is closer demonstrate the strong correlation between independent variables and the dependent variable). However, due to the significant level 0.001 can be concluded that there is a significant correlation. In other words, the null hypothesis of no association between the two variables, policies and behavior is rejected.

Seven sub-hypothesis test: Organizational process of organizational citizenship behavior affects education tinsel city (Table 9). The Pearson correlation coefficient between the two variables mentioned (process and behavior). The amount is roughly equal to 0.669 is high. The higher the value of the coefficient 1 is closer demonstrate the strong correlation between independent variables and the dependent variable). However, due to the significant level 0.001 can be concluded that there is a significant correlation, in other words, the null hypothesis of no association between the two variables of passes and behavior.

The main hypothesis: Organizational political climate on organizational citizenship behavior affects education tinsel city (Table 10). The Pearson correlation coefficient between the two variables mentioned (political environment and behavior) is equal to 0.684 and the amount is high. The higher the value of the coefficient 1 is closer demonstrate the strong correlation between

Table 10: The correlation between the dependent variable and the independent variable components

Independent variable	Dependent variable	R	R ²	Adjusted R ²	SD	Sig.
Political climate	Behavior of the citizens	0.684	0.468	0.466	0.53266	0

independent variables and the dependent variable). However, due to the significant level 0.001 can be concluded that there is a significant correlation. In other words, the null hypothesis of no association between the two variables is rejected political climate and behavior.

CONCLUSION

Organizational climate refers to the perceptions of members of the elements nations foundation. Since, the atmosphere based on individual landscape is changing fast while the behavior of people involved. Joe also promotion of creativity and innovation among individuals play a vital role. Having a creative atmosphere associated with the culture of the organization, creating an environment that increases organizational strength. So, the main question is that the political climate impact of organizational behavior, organizational citizenship education tinsel city is?

RECOMMENDATIONS

Proposals in line with results: According to the results, because the quality of working life and organizational citizenship behavior and Jvsyasy there is a significant relationship In order to improve the quality of work life and create a healthy political climate in the organization will be given the following recommendations: the more employees a sense of belonging to their organization citizenship behavior, they will also increase. This means that when people know organization feeling of belonging and feel part of it, They created a greater sense of commitment in their tasks and in the effort to deny.

The more employees feel that they are useful to your organization, organizational citizenship behavior increase their myyabdv jvsyasy stress is reduced. In this regard, efforts should be the efforts, accomplishments, creativity and positive things but also encourages people not to be ignored and given feedback. This increases the confidence of people in more effort and good citizenship behavior and political climate will be low.

The relationship between employees and their superiors (primarily responsible for the management and the department), more sincere, more strength is based on trust and protect their civil behavior will increase further.

As authorities through the establishment of good relations and close their employees can align their goals with organizational goals.

The staff communication with colleagues is more honest and more intimate jvsyasy their stress will be reduced. And will be more motivated. One of the factors hindering the development of good and friendly relations in the workplace is unhealthy competition, there is an unhealthy political climate and lack of trust in each other. Create a more intimate atmosphere among employees regardless of try.

The working conditions of employees will increase more appropriate behavior of their citizens. In this context it should be rewarded, the right to overtime, benefits and timely and fair to all employees accrues. The work of safer, healthier and with minimal risks will also increase their citizenship behavior. In this context, it should be replaced with newer equipment, standardization of physical space work, provided a safe environment for staff to deal with the peace of mind to its clients.

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