Designing a Model for Organizational Loafing and it s Impact on the Performance of Organization
(Case Study: ICT ministry)

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Extended Abstract
Introduction :

Certainly organizational life without the participation and collective action, being completely meaningless. Today's organizations live in a dynamic, competitive and risky atmosphere; And in such an environment can not succeed without the help of employees. So one of the big concerns that organizations face is Achieve maximum participation of workers to achieve common visions and goals. Today, researchers have found that Without relying on concepts such as job satisfaction, justice, commitment and motivation, can not create a New and efficient model to increase the participation of employees.Obviously, the participation of employees, is a strategic action that At the individual level leads to personal wealth, At the organizational level leads to improves and Development and At the national level, leading to increased productivity; so one of the underlying causes organizational efficiency is Creatting favorable conditions that Where employees with job satisfaction, motivation and commitment Strive to achieve the organization's goals. Organizational loafing In human resource management, is the phenomenon of Employees exerting less effort to achieve a goal when they work in a group than when they work

alone.This issue is a serious problem in today's organizations. The research seeks to explain the comprehensive model for managing organizational loafing and it s impact on the performance of organization.

Case study : The sample consisted of 180 employees of the Ministry of Communications and Information Technology.

Materials and Methods:

the approach of This research is both quantitative and qualitative. Various methods were used through the data collection that is firstly an interview was carried out and then by using a questionnaire data were collected. Also a deep research was carried out via universites, digital libraries and databases.

The data collection tool consisted of three parts. First part of the tool included the demographical questions determining employees' profile that is age, gender, position, salary, marital status and how long they are experiencing this proficiency. In the second section, 95 questions which were designed to measure the organizational loafing tendency were used. Participants were instructed to indicate how characteristic each of the items was. The answers were placed with a rating scale system ranging from 1, "not at all characteristic," to 5, "very characteristic" and responses to these items were summed. Statistical analysis of research data, with the help of software Smart PLS and confirmatory factor analysis was performed**.**

Discussion and Results

The results showed that The most important factor influencing the management of organizational loafing is, organizational environment and Among the environmental aspects of the organization, internal factors (with dimensions of organizational culture, style of supervision, the behavior of colleagues) was recognized as the most important aspect of the organization's environment.

On the other hand,The results emphasized on the impact of the five aspects of organization and 29 related indicators on organizational loafing management.

Conclusion

The results showed that the most influential factors affecting organization loafing management is organization environment. Furthermore The most important factors affecting Organizational loafing and Organizational performance, are satisfaction, commitment and organizational culture.

Keywords: Organizational loafing , organizational culture, satisfaction