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Religion and the Realization of Organizational Citizenship Behavior: A Case Study on Students of Farhangian University

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Extended Abstract

A university based on a hundred-year history of teacher training centers was founded in the year 2000 under the name of "Farhangian University that the purpose is to provide, train and empower the teachers and staff of the Ministry of Education to provide exemplary citizenship to the community and nurture Iranian citizens. This study was a correlational and correlational study that was conducted on all students of Yazd Farhangian University. The results showed that half of the statistical population was 20 years old and only 16% were married. Also, the mean scores of religious values indexes (61.6), goal orientation (67.5) and organizational citizenship behavior (82.5) were also between the religious values at work and goal orientation. There is a positive relationship with organizational citizenship behavior. In addition, these two variables accounted for a total of 54% of the changes in organizational citizenship behavior of students at Farhangian University. In this regard, it seems that in order to have future citizens, we need to educate the targeting and spirituality variables in the work and social environment.

Keywords: Farhangian University, teacher student, religious values, organizational citizenship behavior, desire for purpose

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INTRODUCTION

The concept of organizational citizenship behavior was first introduced by Bateman and Organ (1980) in the early 1990s. Initial research on organizational citizenship behavior was more about identifying responsibilities or behaviors that employees had in the organization, but were often overlooked. These behaviors were measured incompletely in traditional job evaluations and sometimes were neglected, but they were effective in improving organizational effectiveness (Islami, 2008). These practices occur in the workplace and define as a set of voluntary behaviors that are not a part of a person's formal duties but are performed by him and effectively improve the organization's tasks and roles. Organizational citizenship behavior is one of the most important issues that have attracted Researchers' attention since the late twentieth century, and the main focus of these researches has been on the factors affecting to occurrence these behaviors in the organization. One of the most important factors in conducting extensive research on organizational citizenship behavior is the greater commitment of employees in organizations containing these behaviors in the workplace than the organization and they strive to utilize all of their experiences, abilities, and capabilities to obtain organizational goals.

There is still no unanimous agreement among researchers about the dimensions of organizational citizenship behavior. Literature review shows that there are thirty types of definitions about organizational citizenship behavior. The most important commonalities among these definitions include relief behavior, charity, organizational commitment; organizational obedience, social rituals, work conscience, altruism, and protecting organizational resources are closely linked to religious teachings and practices. Very little research has been done on the relationship between religion and organizational citizenship behavior. According to the continuation of education and the reproduction of education at Farhangian University, the importance of its reviewing is double. Farhangian University, based on its 100-year history of Teacher Training Centers, was founded in 2007 with the aim of providing, training and empowering the Ministry of Education's teachers and human resources to provide exemplary citizenship to the community and nurture Iranian citizens.

PURPOSE

The aim of this study was to investigate university students to identify the relationship between religion and religious components in organizational citizenship behavior.

METHODOLOGY

Presented models by Milliman et al (2003) and Etratdost (2010) were used for providing an analytical framework of religious values in the organization. This

study was a correlational study that was conducted by all students of Yazd Farhangian University. In this research, the standard questionnaire of organizational citizenship behavior of Somch and Drach Xavi (1997) is used to evaluate this variable. 300 students were selected and surveyed using questionnaire.

RESULT

The results showed that half of the population was 20 years old and only 16% were married. Also, the mean scores of religious values index, goal orientation and organizational citizenship behavior were 61.6, 67.5 and 82.5 respectively. Therefore, the religious values at work make teachers consider their jobs and teaching students is a part of the divine duty that God has granted to them. There is also a positive relationship between religious values at work and goal orientation at work with organizational citizenship behavior. In addition, these two variables explained 54% of the changes in organizational citizenship behavior of students and teachers at Farhangian University. In this regard, it seems that future citizens need to be educated about the variables of purposefulness and spirituality in the work unit and social environment.

DISCUSSION AND CONCLUSION

According to the findings of the study, it seems that considering the positive relationship between predictor variables, in order to have a society with high organizational citizenship behavior, attention should be paid to the training of "purposefulness" and "spirituality in the workplace" variables. Also, since spirituality at work is one of the important tools for success in the organization and life and is very important in personal and organizational life, it is recommended that teachers, school counselors, and other staff be given special consideration. And, by strengthening the spiritual dimension, prevent the problems that may be faced by individuals and organizations in the future, and by reinforcing and internalizing religious values at different levels of education, considering the role of religious values in different contexts. Spirituality at work can be a powerful force on the lives of students and staff, by helping individuals to integrate their work and spiritual life, targeting and meaningful work is done, and they probably help with this integration. They facilitate organizational citizenship behaviors and thus more profitable for the organization.

NOVELTY

The most important aspect of this paper's distinction and innovation is that it is the first study of this kind at the Farhangian University and its students.



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