

Relationship Between Perception of Bullying in the Workplace, Job Self-Alienation, Organizational Support with the Intention to Leave Work and the Role of Mediator of Forced Citizenship Behavior

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Introduction

Bullying is a behavior in which, in a two-way communication, one party exercising verbal and verbal power accompanied by aggression, attempts to scare, subjugate and achieve tangible and intangible benefits on the other, and at the workplace of an employee in During a long period of time, there is a danger of psychological abuse, such as excessive criticism and humiliation, and the loss of the power of self-defense in relation to the wisdom (Nadi and Gerami, 2014). The main source of stress is the worker's bullying in the workplace, which has a profound cognitive, physical, and psychological consequences (Lewis, 2006). Pressure in the atmosphere of the planet leads to harmful and costly individual and organizational problems (Ganster & Rosen, 2013), which reduces mental and physical health, leading to self-induced absenteeism and lack of access to workplaces (Keashly & Neuman, 2010). The desire to quit service is a function of the well-being and perceived ease of leaving the organization. In sum, individual factors, internal organization and organizational factors determine the probability of individual employee abandonment. Knowing what factors make an employee decide to separate from the organization is crucial to the organization's ability to maintain employees. Job self-alienation is a psychological separation that can be found in everyday life and social communication both inside and outside the environment (Sharfi et al., 2013). Occupational alienation can be explained by the contradiction between the nature of the role of occupation and the nature of the human being (Banai & Weisberg, 2003). An organization's staff always believes in the organization based on the value that the organization pays for its security, comfort and security. This belief is called perceived organizational support. Organizational support is one of the things that can be preventive or counterproductive in terms of the negative effects of occupational alienation and organizational bullying. In fact, perceived organizational support reflects the quality of social exchanges that occur between the employee and the employer (Casper et al., 2011; Eisenberger et al., 2001). Employees, because of their social nature, are willing to accept organizational citizenship behaviors (Organ, 2005). Individual and voluntary behavior that is not directly designed by formal remuneration systems in our organization, however, increases the effectiveness and efficiency of the organization (Appelbaum et al., 2004; Cohen et al., 2004). Finally, based on the findings of this study, it will be determined whether the education organization can reduce self-alienation and job cessation by strengthening organizational support for destructive and negative bullying in the workplace? So, in this research, "Is there a shift in civic engagement from teachers to the shift from working-class perceptions to workplace, job alienation, and organizational support through mediation of compulsory behavior?"

Material & Methods

The purpose of this study was to determine the relationship between perceived bullying in the workplace, job self-alienation and organizational security with the Intention to Leave Work and the mediating role of forced citizenship behavior through correlation among all seconded high school teachers in six secondary schools of Isfahan. The sample of this study was selected randomly by cluster sampling method with 232 people selected. In order to collect

data from Quinn's bullying perception questionnaire (1999), Mutaz's career alienation (1981), perceived organizational support by Eisenberger (1986), Vigoda-Gadot's forced citizenship behavior (2007), and the Intention to Leave Work of Bluedorn (1982)) used. Using the statistical package of social science, Cronbach's alpha was calculated for the main variables and their dimensions. Data analysis was done descriptively and inferential by software package in social science version 23 and structural torque

software. The indicators of the overall evaluation of the factor model in the aggregate indicate that fitting the data to the model is established. All indicators of the overall evaluation of the model with regard to the inclusion of the relevant values of this index are desirable and imply that the model has the function of the model.

Discussion of Results & Conclusions

The effect of compulsory behavior on the variables of perceptual perceptions in the context of work is influential. In other words, forced citizenship practices, in contrast to organizational citizenship behaviors that promote the organization's performance and its functions, can hinder the functioning of the organization. Dismissal of employees and loss of customers and bankruptcy, including the negative consequences of such behaviors. Critical perception of the user's intention to leave the service has a meaningful direct relationship. When employees are exposed, their positive emotional levels are reduced and their negative emotions increase. In many cases, bullying offers a lot of adverse consequences for victims, witnesses and employers. In most cases, workplace bullying reduces job satisfaction and loses productivity and increases the amount of job vacancies. In this study, no significant relationship was found between job alienation and forced behavior. The disparity between your individual and your organization will reduce your self-esteem and lack of trust in your organization. Job alienation has an impact on the intention to leave if the sense of identity of employees in the environment cannot work, they may not be meaningful and meaningful, because they feel that they do not value the organization and leave it. There was an inverse relationship between organizational support and the intention to leave. In this sense, with the increase of organizational support, the intention to quit the service is reduced. There was not a meaningful relationship between the organizational responsibility variable and the requirement for forced marriages. In this sense, the common values in the workplace make employees feel valued. Relationships between the structural models of independent variables (perceptions of culture in the workplace, job self-alienation, organizational support) with a dependent variable (the purpose of the service) were high. Estimates of the main parameters of the structural equation model confirms the mediating role of compulsory behavioral change behavior as a kind of partial mediation between the perception of the cognition in the work environment and the intention of the cessation of service.

Keywords: Perception of Bullying in the Workplace, Job Self-Alienation, Forced Citizenship Behavior, Intention to Leave Work, Organizational Support.

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