

The mediating role of organizational self-esteem in the relationship between religious attitude and aggression among staff of administrative organizations in Khash city

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Abstract

Background and Objective: Aggression is mainly related to important institutional and individual consequences. The aim of this study was to investigate the mediating role of organizational self-esteem in the relationship between religious attitude and aggression among executive staff.

Method: This research is descriptive, utilizing path analysis. The statistical population included all executive staff (N=5000) employed in governmental organizations of Khash city (Iran) in 2016. Using the Krejcie and Morgan Tables, 355 subjects were selected as the sample through random class method. In order to collect the data, three sets of questionnaires were employed, namely organizational self-esteem, religious attitude, and aggression. To analyze the data, Partial Least Square, and to test the research hypotheses, Structural Equation Modeling was used. All ethical issues were observed in this study and the researchers declared no conflict of interests.

Results: The results show that significant coefficient of route between religious attitude and aggression is 12.449, significant coefficient of route between religious attitude and organizational self-esteem is 3.498, significant coefficient of route between organizational self-esteem and aggression is 1.544 that was estimated less than 1.96. Therefore, it can be said that religious attitude does not affect aggression through organizational self-esteem as a mediator variable.

Conclusion: Based on the findings, religious attitude raises organizational self-esteem and lowers aggression. Therefore, it is recommended that proper and continuous training in the field of religious awareness should be carried out for administrative staff so that individuals and the society have successful and healthy future.

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Summary

Background and Objective: Aggression is a really complex concept which is, on the one hand, influenced by both situational and psychological factors and, on the other hand, affected by genetic factors (1). Due to the negative consequences of aggression among the staff, psychologists have always been looking for suitable strategies to address the issue. In this regard, spiritual ability to solve problems and to confront

vicissitudes of life has been specially highlighted in recent years (2). Self-esteem is one of the most important factors in mental health, which plays an important role in boosting it (3). Organizational self-esteem is the idea according which individuals have their own values as members of the organization. Low self-esteem is associated with cases of negative emotional experiences such as depression, anxiety, anger, and aggressive behaviors (4, 5). The purpose of this study was to investigate the role of organizational self-esteem as a mediator in the relationship between

religious attitude and aggression among staff.

Method: This study is a descriptive study with path analysis method. The statistical population consisted of all personnel (5000 people) of Khash regional offices in Iran in 2018. Based on Krejsi and Morgan's tables, 355 people were selected through random sampling method. In order to collect the data, three questionnaires, namely Bass and Perry's Aggression, Organizational Self-esteem developed by Pearce et al. and also Religious Attitudes Measure by Khodayarifard and Ghobari Bonab, were used. Partial least squares method was then utilized to analyze the data. The Structural Equation Modeling was also employed to test the research hypotheses.

Results: The purpose of this study was to delve into the role of organizational self-esteem as a mediator in relationship between religious attitude and aggression. To examine the mediation based on the least squares method, two parts are needed. In the first section, we examined the measurement model, namely, validity (internal consistency) and narrative (divergent validity) of the structures and tools of the research. In the second part, after testing the model, measuring and verifying the validity and reliability using the structural model, the research hypotheses were examined. The results of the study indicate that the path coefficient of the path between religious attitude and aggression was 12.44. The significant coefficients of the path between religious attitude and organizational self-esteem were 3.498 which were greater than 1.96. The coefficient of the pathway between organizational self-esteem and aggression was 1.454, which was less than 1.96. Taken together, it can be said that religious attitude does not affect aggression through the mediating variable of organizational self-esteem.

Conclusion: The results of the present research demonstrate that religious attitude has a negative impact on aggression, and the more individuals' attitude toward religion is positive, the lower their aggression will be. This finding is in line with the results of research confirming the negative relationship between religious attitude and aggression (6). Furthermore, some studies have shown that religious beliefs and spiritual functions are associated with diminishing anxiety symptoms, and there is a positive and significant relationship between religious beliefs and religious beliefs based on internal religious orientation and mental health (7- 9). The results of the study at hand corroborated that organizational self-esteem does not have a mediator role in relation between religious attitude and aggression (10-12). On the one hand, the results indicate that religious attitude has a significant positive effect on organizational self-esteem, making individuals' attitudes toward religion more positive as well as raising their organizational self-esteem, which is confirmed by the research that has shown positive relationship between religious attitude and self-esteem. On the other hand, the research results indicate that organizational self-esteem does not affect aggression. While these results are not consistent with those of the studies that highlight the

relationship between self-esteem and aggression (13).

Ethical Considerations

Compliance with ethical guidelines

The Ethics Committee of Islamic Azad University of Rafsanjan has confirmed this research.

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Conflict of interest

The authors declared no conflict of interest.

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