

## Designing Servant Organization Model Using Fuzzy DEMATEL

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### Abstract

The purpose of this study was to design a model of servant organization based on the knowledge of academic experts using fuzzy DEMATEL technique. To do this, after identifying the six main components of the servant organization from the literature of research (motivation for service, service-oriented approach, service oriented actions, environmental demanding, serving leadership and service environment), and their inclusion in a five-point Likert scale closed questionnaire, we identified 10 experts and distributed questionnaires among them. Their views on the importance of these components in the servant organization are to be taken into account. Before analyzing the collected data, we made sure of content validity and reliability of the questionnaire. Subsequently, a questionnaire adapted to DEMATEL technique was developed to discover the causal relationships among the components. The results of the fuzzy DEMATEL analysis showed that the most effective and fundamental component of the servant organization is the motivation for service. In addition to this component, service oriented actions and environmental demands were also identified in the model as the cause and the rest of the effect.

### Keyword

Stewardship Theory, Agency Theory, Servant Organization, Fuzzy DEMATEL.

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## **Explain the Role of Entrepreneurial Psychological Capital on New Venture Creation: Mediator Role of Entrepreneurial Intention (Case: Medical Equipment Companies)**

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### **Abstract**

In the literature on entrepreneurship, unlike financial, human, and social capital, no attention has been paid to the role of psychological capital in new venture creation. In fact, the lack of a link between the theory of psychological capital and the study of entrepreneurship has led to the lack of attention to the concept of entrepreneurial psychological capital. Moreover, given that entrepreneurial intention is a good predictor of entrepreneurial behavior (NVC), there is still insufficient understanding of the relationship between intent-behavior. Therefore, the purpose of this study is to explain the role of entrepreneurial psychological capital on new venture creation by mediating role of entrepreneurial intent. The data of this research were collected from a sample of 204 founders and cofounders of businesses in the medical equipment industry. Our sampling method was stratified random. Then we used structural equation modeling with the LISREL software to test our data. The main tool used in this research for data collection is a questionnaire. The content validity and validity of the construct were used to investigate the validity of the instrument and to evaluate its reliability; Cronbach's alpha coefficient and combined reliability were applied. Research findings showed that entrepreneurial psychological capital has a direct and positive impact on new venture creation. In addition, entrepreneurial psychological capital through the mediator variable of entrepreneurial intention indirectly affects the new venture creation.

### **Keywords**

Entrepreneurial Psychological Capital, Entrepreneurial Intention, New Venture Creation.

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## Constructing and Validating Organizational Dutifulness Test and its Relation with Service Orientation

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### Abstract

In this study, the authors report on constructing an organizational dutifulness test and its relation to service-orientation. The authors describe the development of the dutifulness scale and present data on reliability, content, and structural validity of dutifulness test scores in samples of Iranian workers. After confirming the content validity, the final 20-item questionnaire was given to 1176 responders. Service-orientation test was also given to them. The factor analysis findings show that the test measures three factors naming: responsibility, high expectations, and self-evaluation. Besides, the test has a high meaningful correlation with a service-orientation test as an estimate of criterion validity. The dutifulness test reliability was 0.81 by using Cronbach's alpha coefficients. Moreover, the test mean and standard deviation were 87.17 and 14.03. Generally, the results show that dutifulness test is a valid and reliable test for measuring the range of the focus that people have on their duties and responsibilities, especially in working situations.

### Keywords

Organizational Dutifulness, Service-Orientation, validity, reliability.

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## Designing a Model of Organizational Leadership Employing Teachings of Nahj al-Balaghah

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### Abstract

The aim of this research is to design an organizational leadership model with an emphasis on Nahj al-Balagha. The research uses a mixed method and, at first, the text of Nahj al-Balagha covering letters, sayings, and sermons relating to leadership concept is reviewed and analyzed. After that, 525 primary themes were extracted, then summarized and categorized using a coding method with a primary emphasis on common concepts. 79 common themes as an indicator and in addition, by increasing the range of categories, 10 organizer themes as components and, finally, by repeating it three great themes as organizational leadership dimensions of faith, morality, and behavior were identified. Then, to rank and find a causal relationship between identified components, we used the DEMATEL quantitative method. In this stage, we interviewed 20 experts in Islamic management and used a questionnaire. According to research findings, faithfulness can be a causal variable because it has the greatest influence on the moral and behavioral dimensions.

### Keywords

Faith Dimension, Morality Dimension, Behavior Dimension, Organizational Leadership, Nahj al-Balagha.

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## **Glass Escalator: The Investigation of Gender Dominance in the Appointments of the Education Department of Ilam**

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### **Abstract**

The present study aims at identifying factors affecting glass escalator. In order to do this research, a qualitative method based on grounded theory was adopted. The research population included all experts in the Education office of Ilam. Snowball sampling was used to find the required sample and it continued until the theoretical saturation was achieved. 16 interviews were carried out with experts who were all familiar with the appointment procedure in this context. As a result of the interviews, primary themes were coded. The results confirmed the existence of glass escalator in this context. The causal factors include organizational, social, economic, political factors, women's characteristics, office work characteristic, masculinity, the traditional structure of management, men's network support, culture, religious teachings, stereotypical beliefs, difficulties in work with women, the rule of patriarchal culture. This phenomenon leads to women's inefficiency which in turn results in individual, social, and organizational consequences.

### **Keywords**

Glass Escalator, Gender Segregation, Meritocracy, Grounded Theory.

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## Classifying Types of Complexity and Ranking Organizations Based on the Complexity Rate

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### Abstract

Rapid environmental changes and rapid technological advancements, along with wider communication and large volumes of information, have made organizations more complex than ever, and their management has become much more difficult. The purpose of this paper was to identify the most important types of organizational complexity in the first stage and, secondly, to determine the ranking of organizations based on the complexity of the three types of service, agriculture, and industry organizations. The present study in terms of research methodology is quantitative and to analyze data the hierarchical analysis process (AHP) method has been used. The statistical population consists of 16 academic experts that also work at industry, service, or agriculture field. The results showed that the most important complexities in order of importance include: Environmental complexity (491/0), Structural Complexity (201/0), Technological Complexity (169/0) and information complexity (140/0). Also, the results showed that the most complex organizations are as follows: industrial organizations (421/0), service organizations (348/0) and agricultural organizations (231/0).

### Keywords

Organizational Complexity, Environmental Complexity, Structural Complexity, Technological Complexity, information Complexity.

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## Understanding Organizational Behavior Based on Jurisprudence

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### Abstract

This study aims to achieve a conceptual framework for jurisprudential of organizational behavior. It attempts to determine the factors influencing the attitude and behavior of individuals in the organization with the approach of religious duty. This research, by collecting jurisprudential views, related to organizational activities, and analyzing their foundations, has achieved texts and religious data and uses the method of thematic analysis and extracts jurisprudential content and components of organizational behavior and has been approved by thirty professors of jurisprudence. Accordingly, the patterns of insight, tendency, and action in jurisprudential sources, jurisprudential conditions of the enterprise, and organizational conditions and characteristics are five components of organizational behavior and the findings of this research, which determine people's way of behaving in the organization and their religious rules. The conclusion is that the main pillar in deducing the rules of organizational behavior is accurately identifying the subject and levels of benefits of the personal, organizational, governmental and human system, and finally prioritizing more important benefits.

### Keywords

Jurisprudential Understanding, Organizational Behavior, Jurisprudence of Organizational Behavior, Organizational Insight, Organizational Orientation.

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## The Impact of Authentic Leadership on Organizational Bullying with the Mediating Role of Organizational Culture

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### Abstract

This study aimed to investigate the impact of authentic leadership on organizational bullying with the mediating role of organizational culture. This research is a descriptive correlational study. The statistical population included all the staff that worked in 1396 at Lorestan University which consisted of 575 people. The sample of 234 people was chosen using proportional-stratified sampling method. For data collection questionnaires of authentic leadership by Walumbwa, Avolio, Gardner, Wernsing & Peterson (2008) with alpha (0.91), organizational culture Cameron & Quinn (2006) with alpha (0.92), and organizational bullying Einarsen, Hoel & Notelaers (2009 with alpha (0.95) were used. To analyze the data, we used least squares structural modeling employing Smartpls 2 software. The results show that authentic leadership has a direct impact ( $\beta = -0.655$ ) on organizational bullying. Authentic leadership has a direct impact ( $\beta = 0.599$ ) on organizational culture. Organizational culture has a direct impact ( $\beta = -0.280$ ) on organizational bullying. Besides, the impact of authentic leadership on organizational bullying directly ( $\beta = -0.655$ ), indirectly ( $\beta = -0.167$ ) and by mediating role of organizational culture ( $\beta = 0.837$ ) were explained. It can be said that authentic leadership with the mediating role of organizational culture decreases organizational bullying among employee.

### Keywords

Organizational Bullying, Authentic Leadership, Organizational Culture.

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