

Determination of Relation between the Working Conscience, Social Discipline and Organizational Commitment (Case Study, the Social Security Organization)

***Ayyub Sheikhy**

Department of management, Kerman Branch, Islamic Azad University, Kerman, Iran

*Corresponding Author

Kuroush Ghanbari

Department of management, Kerman Branch, Islamic Azad University, Kerman, Iran

Hassan Hosseini Naserabad

Department of management, Kerman Branch, Islamic Azad University, Kerman, Iran

Mohsen Jablgha

Department of management, Kerman Branch, Islamic Azad University, Kerman, Iran

Abstract

The research purpose is to evaluate the relation between the working conscience, social discipline and organizational Commitment of staffs. The statistical society in this research includes 200 individuals of social security organization and the research sampling in present research is the simple random method and by the use of Cochran formula the sample volume is equal to 131 people, the researcher has used the questionnaire that includes all five likrets options spectrum to gather data. In this research the structural relation model is used to analyze data. To determine the validity and stability of questionnaire the content stability and Cronbach's alpha coefficient are determined that its rate is about 0.78 for the organizational Commitment questionnaire and the questionnaire of working conscience prepared by Kasta and Mack Kera in 1992 is equal to 0.80 and for social discipline questionnaire it is obtained at .86. To evaluate data and performing hypotheses tests and other analysis of this research, the lisrel statistical software is applied. The results showed that generally there is meaningful relation between the staff organizational Commitment and the intermediate role of social discipline variable in relation between the social conscience and organizational Commitment is approved.

Keywords: working conscience, social discipline and organizational Commitment.

Introduction

According to the issue that the human wealth and source are considered main principal of organization and the organizational development is due to the optimized application and proper use of sources and human sources, the best systems without making the proper field in human forces could not complete their programs and the significant point is that the program is based on a kind of order and social principal and it needs the individual order and the safe life is fulfilled in the systems when people respect the regulation and rules and each other right and obey the law, orders and responsibility and duty acceptance in the social system being institutionalized and it is mixed with the body and soul of people (Forotany and Bohransy, 2007). To make and establish the social discipline not only through the social culture, rather respecting the regulation as a value in organization individuals availability, specifically and society member generally, it will be internalized and institutionalized, and it is necessary that through evaluation and study and realization of factors and effective variables by this important phenomenon, the managers are assisted to establish and maintain social discipline in the organization (Forotany and Bohransy, 2007)

On the other hand if the human force works in the organization with competency, the organization not only provides the intended services properly to society, rather it will prepare plans and strategies for itself and society and hence, it will achieve its targets and also in relation with environment and references, it will be successful. One of the main strategies in organizational achievement to its targets is the institutionalization and the working conscience in them (Rahimi, 2011). The working conscience is the factor that leads to make order in working and the duty performance sense in people, attention to the meaning of working conscience in organization, it the attention to the morality and human relation because the morality is responsibility binding and leads that people being sensitive about the duty and occupational behaviors in the best formation and without the external control factor existence. The availability of working conscience in an organization leads to increase of beneficiary and development, fulfillment of stable progress and human culture upheaval and management stability and economical order. Also the working conscience is the power that makes the individual responsible to perform a series of behaviors that are focused to the target in the organization and also the thoughts and different views are conformed to form a constructive behavior (Mahmudy, 2011).

In this direction according to the matter that today organizational Commitment is one of the most important motivation issues that is widely is expanded in the industrial and organizational psychology in western countries (Mahdad, 2007). As this responsibility is more, the self-controlling powers and self-motivating forces in staff are increased and relatively the effectiveness and efficiency is increased. Staffs that don't have interest and dependency to their organization, continuously and effectively do not have activity and they injure the organization in long run (Vinitwastakhon, 1998). So the purpose of this research is to evaluate the relation between the working conscience and social discipline and organizational Commitment of staffs.

Research literature

Working conscience

It includes the internal Commitment sense in order to obey the requirements that are agreed in relation with the working. In other word our intention about the working conscience means that the heart satisfaction and practical Commitment about duties that are to be done by human as if the supervisor does not observe the activity, again he does not commit any defect in his duty, the working conscience or responsibility is one of the five specifications in the

individuals personality. Without the conscience in working, many of issues are remained unsolved and the working conscience is the essence of organization and the it plays the vital rule in organization foundation provision as the structures and applications and behaviors and organizational performance, as any defect or paucity in each of above factors directly has root in working conscience lack of stability in organization. As the effects and important outcomes of working conscience we can point out to the working quality and quantity condition, dependency about the organizational development and existence, and dependency about the people and working groups in organization and dependency about the customers' satisfaction attraction (Etebarian and Ahmady Panah Mehr Abady, 2009).

Working conscience as the social and mental phenomenon is regarded as the social factor that has influential effect on the cultural development and obeying it is under development between the society people that is one of the important issues in under development countries (Saidian and Morady, 2008), the working conscience reflects the internal motivation that every individual according to this mater and complete realization about the burdened duties are trying to perform their activity properly. In other word in working conscience the person take inspiration from the ego and complete his duty correctly and with competency (Dadgaran, 2005).

The most important point that should be taken in to consideration in the working conscience definition is that the working conscience is as a factor to complete the job perfectly, in other word the job correct operation could be effected by different factors as encourage, punishing and external control and it might be effected by the working conscience, so we can define that the working conscience is the factor that leads the individual do not avoid any external control and internal motivation to complete the job that is burdened on him perfectly (Naderi Qhomi, 1995).

The working conscience is called to the responsibility sense, the individual dependency to perform the duty and burdened duties, in other word it is the self-controlling mechanism in the affairs performance that by which people directly or indirectly people complete their job perfectly in quality and quantity point of view (Panahi and Ebrahimpur, 2008). Of the working conscience scales we can point out to perform the job without defect and reaching the conclusion in the job and working without the control and supervision and completion of job on time, saving the time and costs and realization of beneficial job from none beneficial job and preferring the organization rather than the personal profits and the sense of dependency to his job (Khany, 2001).

Social discipline

In an organization, skills in making a safe space for ordering are considered as the most important specification of authorities in the organization. Some of the authorities are capable to develop the interest according to the adaptation with regulations in the organization between the staffs. Some of staffs do collaborate without their supervisor apparent forcing and do cooperation with the system and even adapt themselves with the regulations. On the other hand some of authorities react as their behavior is assumed as the threat or punishment in some people idea and other group free individuals to perform what they wish and the apparent commitments are not ignored (Haji Karimi, 1999). To make the order in the organization not only the regulation should be respected as a value in every staffs and it should be institutionalized, rather through the realization and evaluation of different factors relation with this social phenomenon, there should be attempt to establish and administer it in the organization (Forotany, 2009).

Studies have shown that to have activity for all organizational groups, the ordering is essential issue. The members in every group should control their personal desires and demands and they should cooperate for the group profit. In other world they should adapt themselves with the edited behaviors codes prepared by the organization manager and through this way, they find conformity with the organizational targets. The order in the terminology is synonymous with other concepts as the order, control and supervision, the administration sense, the obedience mood and similar issues. Of the total combination of these concepts we can conclude that the ordering means that the treating operation that leads to make order in the working and the sense of duty performance in individuals according to the determined rules and objecting them will face staffs with punishment. In most of texts that are related with the human sources, the order is used synonymously with discipline as the definition of punishment that these tools are only used when other proceedings are faced with defeat (Mirsepasi).

Generally the social discipline includes the combination of behavioral models on the society that is defined by the regulation and rules in the society and it means the ordering acceptance in all affairs, the school of performance efficiency view considers the social discipline due to correct application of institutions operation and based on this view if correct relation is made between different available institutions and each of them could perform its duty correctly, the social discipline is established and human life is positioned in the correct direction (Fakhraie, 1994).

In the organizational behavior the ordering could be defined in two positive and negative aspects (Ahranjani, 1997). Today this identification that the main purpose of ordering should be the changing and behavioral correction in staff performance should be strengthened and it forms the basis for many of regulations and ordering rules, therefore delinquent staffs punishment in the organization is not the target merely, rather it is the strategy by which his proper behavioral changes is made in him, although the phasic punishment is the most frequent method in the staffs improper behavior correction, this method has failure which reduce its efficiency and sometimes totally controversial results are obtained, hence using the positive ordering method is advised instead of negative treating. Today one of the organizational problems is the staff discipline issue because always there are staffs in organization that regardless of the management attempts are problem making and by making disorders lead agitation and ignore the official regulations (Saadat, 2003).

The Organizational Commitment

About the Organizational Commitment different definitions are presented, Purtor et al (1974), the organizational Commitment is the dependency to the organization that is defined in three below factors:

- 1-belief to the targets and organizational values and accepting them
- 2-interest to intensive attempt to fulfill the organizational targets
- 3-powerful interest in membership at organization (Moqhimi, 2000)

Organizational Commitment is the view about the staff loyalty to organization and a continuous process that through the people cooperation in organizational decision, the individuals' attentions to success and wealth in the organization is proved. The organizational Commitment is due to the factors and different variables that it has different results, different models are made for analysis different factors which hare influential in the organizational Commitment. The Richard m satires model and micro Allen model are as such methodologies.

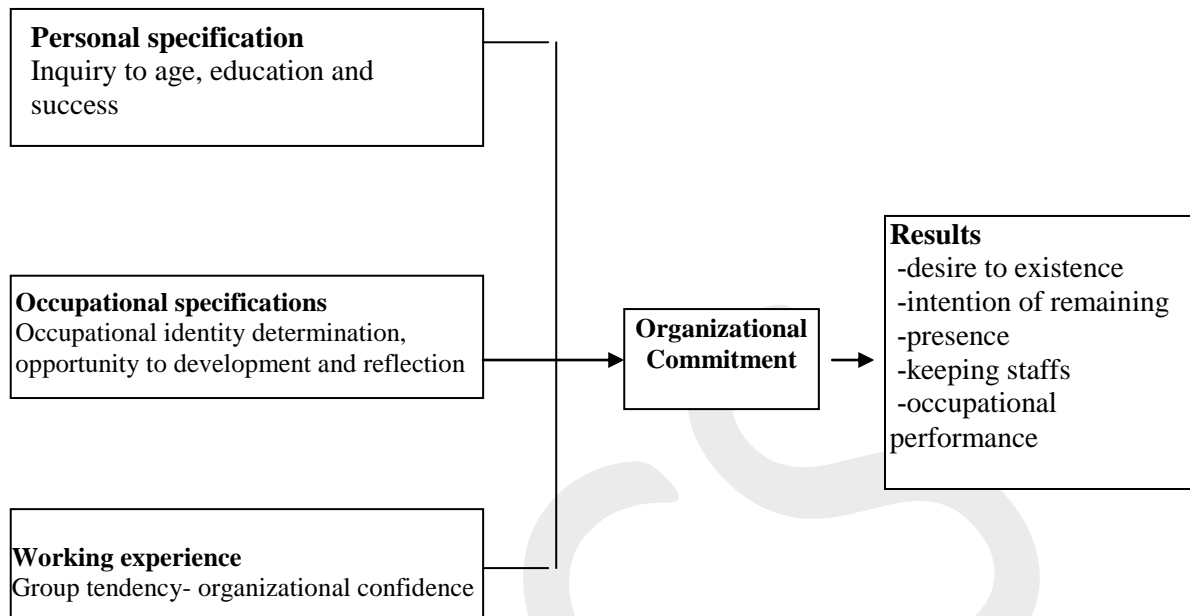


Figure 1: different effective factors in organizational liabilities

In Micro Allen model, the three dimensional model of organizational Commitment is presented and the model dimensions are includes as below:

Emotional Commitment; including the staff emotional dependency in determination of organizational identity determination and involving in organizational activities

Continuous Commitment; includes the responsibility that is based on the organization valuation and the staff is involved in the organizational life

The duty Commitment; includes the individuals emotions based on the necessity of remaining in the organization as generally it is presented in all models and it is emphasized on this point that the organizational Commitment lead to the organizational proper results, also the high performance, lower service avoidance and fewer absence will be achieved and many researchers have confirmed its reality (Moqхими, 2001).

Different working liabilities in the Chalabi view according to the four Parsounz systems

In Chalabi view as other social Commitment type, a kind of emotional interest and identification are accepted in the form of social- moral regulation about the working according to which these four types of working liabilities are identifiable about the Parsounz quadric system.

A- The relational Commitment

G-Organizational Commitment

I-Professional Commitment

L-Working Commitment

Working Commitment is the most frequent and oldest and deepest form of working Commitment, the working Commitment is a kind of positive emotional interest that compared to the right obedience is considered as the developed type of social contribution in the field of working

Professional Commitment is observing the responsibility sense and it is the interest about the social special proficiency. The professional society is the expanded type of special Commitment and it is the external symbol of professional society in occupational institutions and working units, this type of Commitment is the function of professional societies and the degree of happiness and aliveness in them.

The organizational Commitment and identification with organization and to be loyal to the values and expectations and targets are regarded this type of Commitment targets, the organizational Commitment is depended to the organizational culture and cultural adaptation in the working organization and organizational solidarity and organizational adaptation are both effective in the organizational Commitment. In Purter, Stear, Mudi and Bulin idea (1974) the organizational Commitment includes:

- The individual belief to the organizational values and targets
- His desire to have effort in organizational and occupational target fulfillment
- Intensive tendency to keep the organizational membership
- Following to this definition, some theorists as Beker (1992) mentioned in more simple definition that the organizational Commitment means the connecting to organization and performing a job based on the below elements:

- 1- Following and obeying or adaptation and conformity with organization through benefit and punish mechanism
- 2- Identification sense and realization or desire to dependency
- 3- Internalization or individual values solidarity with the targets and values of organization (Moshbeki, 1996).

-the relational Commitment is presented in the macro and accidental level and it includes of personal working responsibility in continuous social relation with others in addition to the daily affairs that is actually effective in his the personal society or the social relation network in the performance field in the working quality, working satisfaction and his working Commitment.

-the relational Commitment is the type of dependency and duty sense to others especially important individuals and the duration of their relation. The relational Commitment identity is special oriented while the working Commitment identity that is the basis of other liabilities is assumed general oriented.

-the working Commitment is the public Commitment. Based on such Commitment the person feels responsibility while in the special oriented Commitment that means the relational Commitment, the individual only feels responsibility in his relation with particular and limited individuals.

In Parsounz quadratic system format, four main dimensions are included as below:

- 1-proving dimension 2- personality 3- social 4-cultural

Working personality dimension G	Working proving dimension A
Working social dimension I	Working cultural dimension L

Figure2: working main dimensions in the Pearson's quadric system

In the work proving aspect, the reaction with environment, the working subject/ the A dimension- through consuming the hand and mind energy (working activity/g) based on the organizational type (working condition/ I dimension) the working subject should be changed in a condition so that the proper situation (work product/ L) is obtained to remove requirement.

The human is being sociable through the society and its culture and due to this effect, the individual finds a kind of personality, so the human personality system through which different social fields are connected together and the society is obtained. In the working field and in the agile framework, four elements could be assumed in the working personality dimension that are: working skill (A), motivation and intention for working (G) the social identity in working (i) and individual identity in working (I). In the same mood we can consider four aspects for the social dimension as below:

Working relation (a), the work performance guaranty (g), working Commitment (i), and working norms (I). The fourth dimension of working is the work cultural dimension, hence for working in the human reaction popular condition; at least 4 aspects should be taken in to consideration:

In the physical dimension, working includes a kind of activity (a), in the living aspect; the working requires a kind of mental energy or manual energy (g). Also a duty or claim is hidden inside the working obviously (I). that means working has construction claim and target variation or in other word changing from available condition to proper condition, a kind of proving objection and finally working is at least potential for a kind of complete target (I) (Chalabi, 1996).

Effective factors in the working Commitment weakness

Habibi (1996) evaluated the working Commitment completion in three national, organizational and individual levels in Iran and he has put the factors and foundations of working Commitment as the center of his discussion in Iran. In the social or national level in Iranian society, the people mentality has declined fewer to the progress and mostly it is inclined to production and working through increase of their rates and the reason is the available distance between the society or government with the individual benefits and surely destruction of motivation for working and production, as in the social and economical dimension, the presence of great outcomes is due to oil export or primary material without processing and changing operation and following to it, the destitution of earning without any activities which includes the neglecting in working and destroying the working Commitment. in the organizational level also lack of efficient management and motivating manager and also ignoring to proficiency, innovation and creativity of staffs and following to it, the flattery culture between the staffs and manager relation and also the injustice distribution of wealth and earning and irrational wages payment without relation with the quality and quantity of working are considered as the most important factors in destroying the Commitment of working and in the individual level also the individuals attempt to remove their needs without effort that is due to their sociability process and it strengthens the continuous thinking to gain money and wealth on a way instead of innovation and creativity that finally it leads to the working Commitment weakness in Iran (Alami et al., 2007).

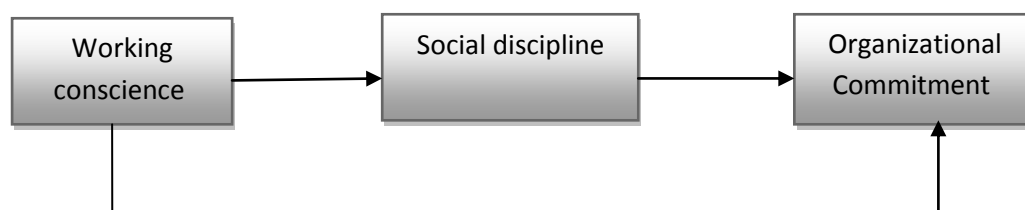


Figure 3: conceptual model

Research hypotheses

- 1- there is meaningful relation between the social discipline and working conscience
- 2- There is meaningful relation between organizational Commitment and social discipline
- 3- there is meaningful relation between working conscience and organizational Commitment
- 4- There is meaningful relation between working conscience and organizational Commitment due to social discipline

The research method

The required data for the present research is gathered from the questionnaire that its validity is being tested and the researcher has used the questionnaire that includes all questions in the five option likert spectrum to provide data. These data is analyzed by the LISREL software. The statistical society in this research includes 200 individuals from social security organization. In this research by the use of random sampling method, 131 individuals were selected from staffs as sample and to determine the validity and stability of questionnaire the Cronbach's alpha coefficient was used that its rate is obtained orderly for Allen and Meir organizational Commitment questionnaire at 0.78 and the working conscience questionnaire of Kasta and Mack Kera (1992) is equal to 0.80 and for social discipline questionnaire it is obtained at .86. In this research after drawing the research analytical model by the use of data in path program and by operation of PERLIS program and LISREL software the measuring model was obtained that in this model by the use of B coefficient and T test method, the hypotheses are tested. Also the fitness scales of model were calculated automatically by operation of PERLIS program for this model.

Data analysis and evaluation

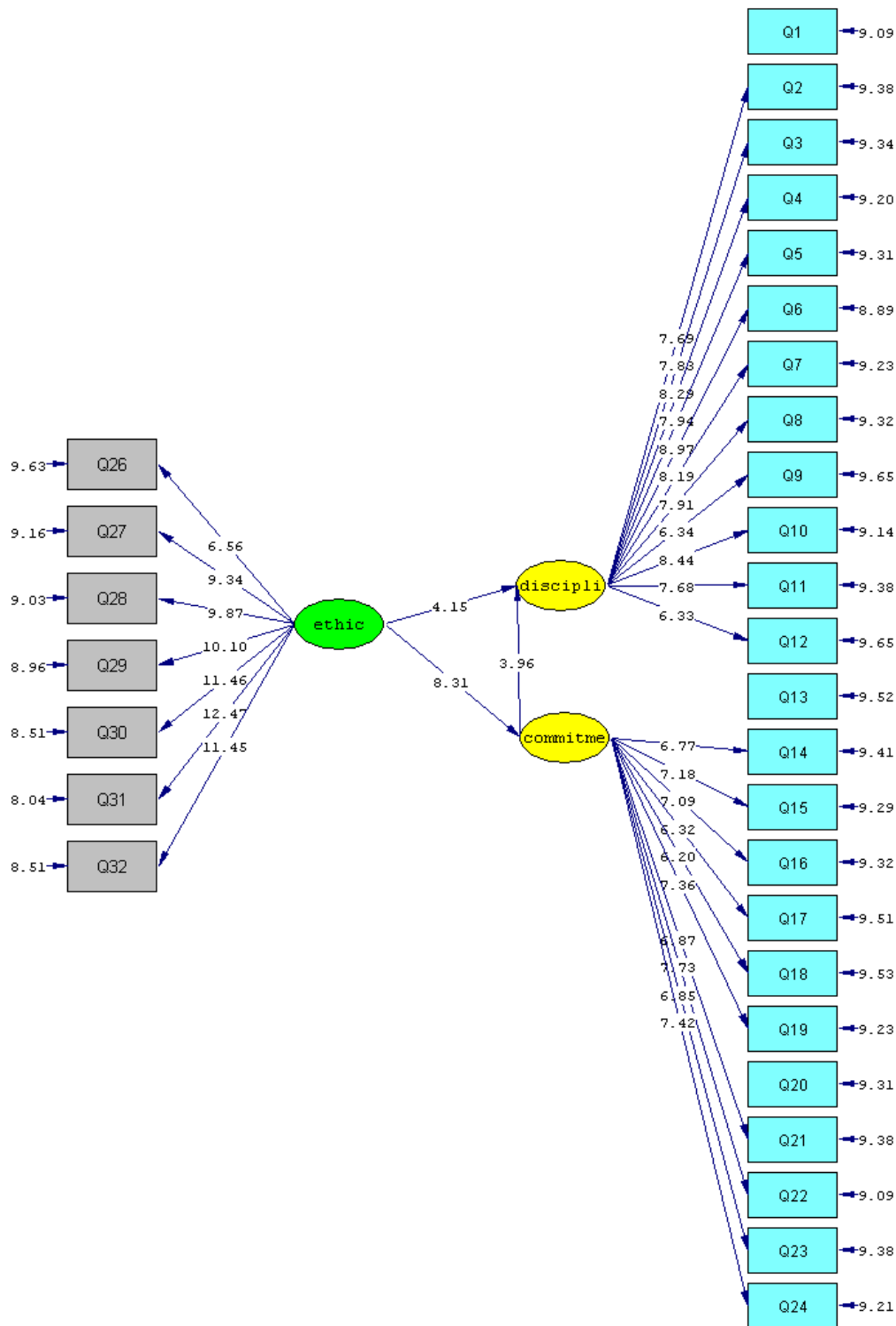
Table 1: research model fitness scales

Fitness scale	Standard rates	Evaluated rates
Degrees of Freedom	-----	432
Chi-Square	It is not proper criterion due to dependency to the sample volume	955.44
RMSEA	0.05	0.078
NFI	0.90	0.91
NNFI	0.90	0.95
CFI	0.90	0.95
RMR	0.05	0.064
GFI	0.90	0.76
AGFI	0.90	0.73

As it is observed in table 1, the adaptation scales or the fitness perfection rate are in the acceptable level

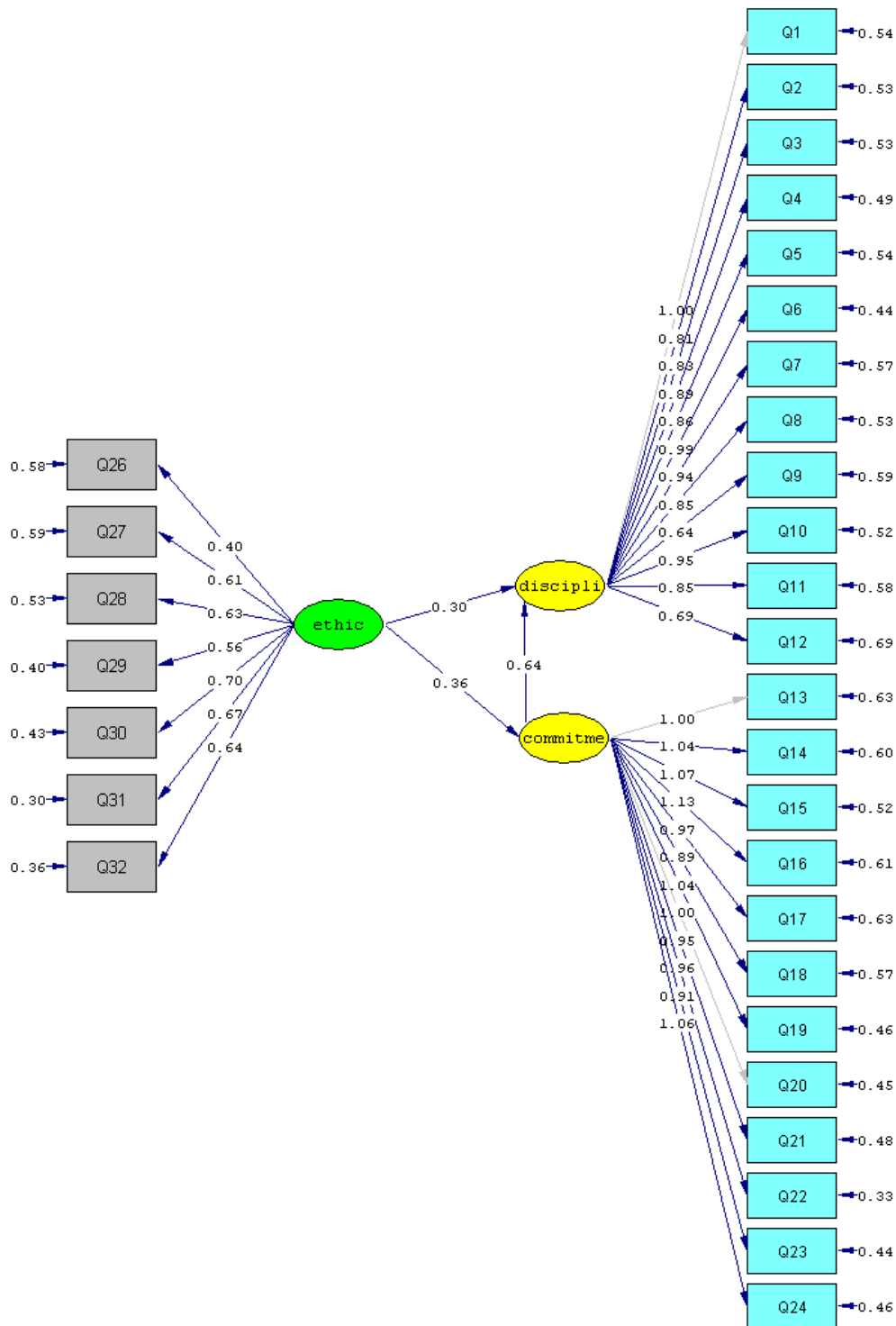
Structural model testing

In this research the confirming factor analysis was used to test the measuring model and the path analysis was applied for sampling the research structural model. Two below graphs from LSREL software that includes both the structural model and measuring model are evaluated separately in next section.



Chi-Square=955.44, df=432, P-value=0.00000, RMSEA=0.078

Graph 1: the base model with T rates



Graph 2: the base model with path coefficient

In the beta coefficient structural model that shows the correlation rate between the hidden variables on the graphs is being observed on the hidden graphs that are connected together.

The results analysis and findings

First hypothesis: there is meaningful relation between the working conscience and the social discipline

Table 2: first hypothesis test result

hypothesis	Coefficient	Variable t	result
there is meaningful relation between the working conscience and the social discipline	0.30	4.15	accept

Based on the presented results in table 2, the independent variable effect on the dependent variable is supported by data and the path which connects these two variables together is positive and meaningful in the 5% error level ($t=4.15$ and $B22 =0.30$) as the result by 95% assurance we can say that there is meaningful relation between the social discipline and working conscience.

Second hypothesis: there is meaningful relation between organizational Commitment and the social discipline

Table3: second hypothesis

hypothesis	Coefficient	Variable t	result
there is meaningful relation between organizational Commitment and the social discipline	0.64	3.96	accept

Based on the presented results in table 3, the independent variable effect on the dependent variable is supported by data and the path which connects these two variables together is positive and meaningful in the 5% error level ($t=3.96$ and $B22 =0.64$) as the result by 95% assurance we can say that there is meaningful relation between the social discipline and working conscience.

Third hypothesis: there is meaningful relation between organizational Commitment and the working Commitment.

Table4: the third hypothesis test results

hypothesis	Coefficient	Variable t	result
there is meaningful relation between organizational Commitment and the working Commitment	0.38	8.31	accept

Based on the presented results in table 4, the independent variable effect on the dependent variable is supported by data and the path which connects these two variables together is positive and meaningful in the 5% error level ($t=8.31$ and $B22 =0.38$) as the result by 95% assurance we can say that there is meaningful relation between organizational Commitment and the working Commitment.

Fourth hypothesis: there is meaningful relation between organizational Commitment and the working Commitment due to social discipline.

Table 5: fourth hypothesis test result

hypothesis	Coefficient	result
there is meaningful relation between organizational Commitment and the working Commitment due to social discipline	$0.30 \times 0.64 = 0.19$	accept

The results of fourth hypothesis is evaluated based on table 5 information, the role of social discipline intermediary between the working conscience and organizational Commitment is evaluated as if the direct effect of social discipline is confirmed and also the direct effect of social discipline is confirmed about the organizational Commitment, the social discipline intermediate effect also is confirmed about the relation of organizational Commitment and working conscience. The working conscience external hidden variable path coefficient is equal to 0.30 of social discipline internal variable and through the T value it is equal to 4.15 in 0.05 error level and with 0.95 assurance the intended variable is meaningful and the social discipline internal hidden variable effect on the organizational Commitment internal effect is equal to 0.64 and the T value is equal to 3.96 in error level of 0.05 with 0.95 that the intended variable is meaningful. As the result; the effect of social discipline intermediate role between the working conscience and organizational Commitment is equal to $0.30 \times 0.64 = 0.19$ and the researcher statement is confirmed.

Conclusion:

The first hypothesis result showed that the path coefficient rate in working conscience and social discipline is equal to 0.30 and T rate is $4.15 > 1.96$ that according to T test with critical rate of 0.05 in 95% assurance level the zero hypothesis is rejected and as the result the researcher first claim is approved and by 95% assurance we can say that there is meaningful relation between the working conscience and social discipline.

The second hypothesis result showed that the path coefficient rate in organizational Commitment and social discipline is equal to 0.64 and T rate is $3.96 > 1.96$ that according to T test with critical rate of 0.05 in 95% assurance level the zero hypothesis is rejected and as the result the researcher second claim is approved and by 95% assurance we can say that there is meaningful relation between the organizational Commitment and social discipline.

The third hypothesis result showed that the path coefficient rate in working conscience and organizational Commitment is equal to 0.38 and T rate is $8.31 > 1.96$ that according to T test with critical rate of 0.05 in 95% assurance level the zero hypothesis is rejected and as the result the researcher third claim is approved and by 95% assurance we can say that there is meaningful relation between the working conscience and organizational Commitment.

The fourth hypothesis result showed that the path coefficient rate in working conscience and social discipline is equal to 0.30 and T rate is $4.15 > 1.96$ and the path coefficient rate between the organizational Commitment and social discipline is equal to 0.64 and related T is $3.96 > 1.96$ that according to T test with critical rate of 0.05 in 95% assurance level the zero hypothesis is rejected and as the result the researcher first claim is approved and by 95% assurance we can say that the intermediate role of social discipline effect between the working conscience and organizational Commitment is equal to $0.30 \times 0.64 = 0.19$ and the researcher claim is confirmed.

References:

- Etebarian, Akbar, Ahmady Panah meh Abady in 2009, the relation between the organizational justice and working conscience of Azad university of Khurasgan department, the leadership magazine, Garmsar Azad university, fourth edition, page 23-41.
- Panahi and Ebrahim pur in 2007, evaluation of working conscience and effective factors on it, Basirat magazine, 39:101-133
- Chalbi, Masud, 2005, the discipline sociology, Ney publication
- Haji Karimi, Abas Ali and Hassan Rangriz, human source management, commercial publication center company, 2009
- Khany, m, 2001, working and working conscience, society and working magazine, 44:53-58
- Dadgaran, m, 2004, working discipline and conscience in Iran, society and working magazine, 66:48-61
- Rahimi, Mohammad Reza 2011, institutionalization of working conscience with Islamic view, Islam publication and management researchs, second edition, first volume, page 5-29
- Sasdat, Efandiar, 2002, human source management, Tehran, Samt publication
- Elmi, Mahmud, Sedaqhat, Kameran and Chavoushi, Ali Asqhar, 2006, evaluation of relation between the working Commitment with the occupational satisfaction in Iran insurance company staffs- case study of east Azerbaijan province, management science magazine, first edition, page 105-120.
- Fakharaie, Sirus, 2006, working conscience and social discipline from the sociological view, social discipline and working conscience congress, west Azerbaijan Azad Islamic university and culture organization
- Mahmudy, Masud, 2011, evaluation of spiritual intelligent relation and teachers conscience, Sistan and Baluchistan university M.A thesis
- Moqhim, seyed Mohammad, 2001, the management and organization, the researching view, second edition, Termeh publication, Tehran
- Nadari Qhoumi, 1996, the introduction to the working conscience, governmental management, volume 35.
- Mahdad A, Industrial and organizational psychology: Tehran: Jungle Publication, 2002: 173 [Persian].
- Vinitwatakhon W, Factors Affecting Organizational Effectiveness of Nursing Institutes in Thailand, National Institute of Development Administration, 1998.
-