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Identifying Factors Affecting Organizational Innovation based on Ethical Leadership, Organizational Justice and Organizational Commitment in Public Universities

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Abstract

Purpose: The purpose of this research was to identify the factors affecting organizational innovation based on ethical leadership, organizational justice, and organizational commitment in public universities.

Methodology: This research is interesting from the point of view that by identifying the factors affecting innovation, it is possible to direct the appropriate policies to improve innovation in universities, for this purpose, after reviewing the literature and categorizing the factors affecting innovation and confirming this model Through interviews with university experts in the field of innovation, the research model was tested through data analysis, structural equation method and path analysis. The statistical population of this research includes 20 experts and academic experts (academic professors in the field of management and information science) who were sampled using a targeted snowball method and their views were extracted and refined using the fuzzy Delphi method. Is.

Findings: So far, no comprehensive research has been done regarding the factors and contexts that cause it. Considering this importance, the present article, while investigating the concept of organizational innovation, its necessity in organizations, the characteristics of innovative organizations, and investigating the effective factors in the formation of organizational innovation based on ethical leadership, organizational justice and organizational commitment in universities Government pays.

Conclusion: the results show that by being aware of these factors, fields, managers of organizations will be able to look at the issue of organizational innovation with a broader, more comprehensive, and more informed view and gain the necessary benefit in order to increase the performance of their employees. In addition, ethical leadership (0.72), organizational justice (0.91) and organizational commitment with a coefficient (0.83) each have a significant effect with the implementation of the effective factors of organizational innovation.



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Detailed abstract

Purpose: Today, universities are located in a rapidly growing and complex technological environment that requires dynamic innovation processes to be able to integrate all the components of the university ecosystem in order to overcome obstacles and challenges. Innovation can play an important role in increasing the competitive advantage of the university by using internal and external ideas and at the same time finding internal and external ways in the market. Due to the rapid increase in competition and the complexities of the information age, organizations need to learn skills that can progress with modern science. Do one of these important and effective skills is creativity, innovation and entrepreneurship, which everyone can use to try to grow and develop their company or organization. Therefore, if a person in the organization has the highest level of skill, but does not benefit from the skills of creativity and innovation, he will never be able to do creative work and move in the direction of growth. Creation of new technologies, competition, survival, creation of goods and services, increase of income, social welfare. Nowadays, the topic of innovation has attracted the attention of many scientists and researchers from different fields. And it has become very important in today's organizations full of change and transformation to compete with rival organizations and stay in the cycle of changes, because innovation is an important and vital factor of organizations in order to create sustainable value and competitive advantage in today's complex and changing environment. Organizations with more innovation will be successful in responding to changing environments and creating and developing new capabilities that will allow them to achieve better performance. Because leaders influence the behavior of others in the organization and greatly influence organizational performance, it is interpreted that ethical leadership is extremely important. Considering the importance of commitment and the role that ethical leadership may play in promoting it. Therefore, the aim of the present research was to identify the effective factors on organizational innovation based on ethical leadership, organizational justice and organizational commitment in public universities.

Methodology: This is a mixed research (qualitative-quantitative) which is among applied, descriptive-survey researches. The statistical community of the research in the qualitative part of the research includes experts and professors of academic units and managers of public universities. And in the quantitative part, it includes all the employees and faculty members of the vice-chancellors, offices and fields of state universities, who have been employed in different departments of this organization according to the rules of official experimental, contractual, official recruitment, and there are a total of 1525 people. In the qualitative section, the sample size was targeted using the snowball method, and 20 people were selected using the principle of theoretical saturation, and in the quantitative section, they were selected using the Cochran 320 formula in stratified random sampling. And for statistical analysis, descriptive and average statistics and graphs and inferential statistics such as structural equations, factor analysis (exploratory) and t-test have been used to determine the priority of each dimension of innovation. Before distributing the research tools, an exploratory interview was conducted with the experts and after that it was first piloted in a sample of 30 people which was accepted in terms of formal and content validity as well as its reliability, then the main tools were distributed and collected for three weeks from 230 questionnaires. 217 questionnaires were completed and returned. A researcher-made questionnaire and three standard questionnaires were used to collect the necessary information on organizational innovation in state universities, a researcher-made questionnaire that contains 67 items with a five-point Likert scale, with a review of theoretical and practical bases and also the results of exploratory interviews (with open coding) and the core of exploratory interview texts) was compiled.

Findings: The findings from the main research question indicate the presentation of the organizational innovation model in state universities based on organizational commitment, organizational justice and ethical leadership. In the above model, there are 3 components of innovation variables, which include production (0.89), process (0.91), and administrative (0.83) based on the path coefficients obtained. Also, in the above model, organizational commitment variables with path coefficient (0.83), organizational justice (0.91), and ethical leadership (0.72) have a significant effect with the implementation of the organizational innovation model. The factors and contexts that cause it have not been done. Considering this importance, the present article, while investigating the concept of organizational innovation, its necessity in organizations, the characteristics of innovative organizations, and investigating the effective factors in the formation of organizational innovation based on ethical leadership, organizational justice and organizational commitment in universities Government pays.

Conclusion: The results show that by being aware of these factors and fields, managers of organizations will be able to look at the issue of organizational innovation with a broader, more comprehensive and more informed view and gain the

necessary benefit in order to increase the performance of their employees. Also, ethical leadership (0.72), organizational justice (0.91) and organizational commitment with a coefficient (0.83) each have a significant effect with the implementation of the effective factors of organizational innovation.