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Modeling Factors Affecting Organizational Envy among Farhangian University Staff (Case Study: Northwestern Provinces of the Country)

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Research Paper

Abstract

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Purpose: The aim of this study was to model the factors affecting organizational envy among Farhangian University staff.
Methodology: In terms of purpose, this study was part of applied research in which an exploratory sequential mixed methods research design was used. The statistical population in the qualitative section was specialists and experts in the field of educational sciences and organizational behavior management of Farhangian University in the northwestern provinces of the country in 2020-2021. The research sample was selected based on the principle of theoretical saturation; 24 people were selected using criterion-based purposive sampling. In the quantitative part, the statistical population includes all staff and faculty members of Farhangian University in the northwestern provinces of the country in 2020-2021; that is, 287 people of which 130 subjects were selected using the Cochran's formula and stratified sampling method. Optimal assignment based on degree and gender was selected as the research sample. The instrument used in the qualitative stage was a semi-structured interview and in the quantitative part, a researcher-made questionnaire was used. The validity of the research findings in the qualitative part was ensured by the methods of review by members, peer review, and participatory research. Also, in order to measure the reliability of the codings, two methods of reliability of retest (stability index) and thematic agreement were employed, the results of which were 84% and 82%, respectively. In the quantitative stage, the content and face validity of the questionnaire were confirmed by the professors and its reliability was confirmed by Cronbach's alpha at 0.89. To analyze the data in the qualitative part, the content analysis method was used in MAXQDA 2018 software and in the quantitative part; structural equation modeling and confirmatory factor analysis in Smart PLS2 software were used.
Findings: Based on the research findings: 100 basic themes, 72 sub-themes were identified in the form of 7 main themes. The main themes included anti-citizenship behaviors, organizational culture, personality traits, distance between manager and employees (leader-member exchange), unfavorable organizational climate, lack of attention to organizational learning capabilities, spiritual leadership. Confirmatory factor analysis was used to assess the validity of the structures and to confirm each of the variables as well as the related items. To evaluate the adequacy of the model, a criterion was used to indicate the effect of an exogenous variable on an endogenous variable. In the results section of the criteria, the values obtained for endogenous structures confirmed the suitability of the structural model.
Conclusion: According to the obtained results, university management can ensure the success of the organization under its management by identifying the factors affecting organizational envy and as a result by reducing and modifying envy in the workplace and creating a favorable organizational atmosphere with its spiritual leadership. Managers need to step up their efforts to create situations in which the organizational envy is controlled and try to prevent it from escalating into disruptive group work.



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Detailed abstract

Purpose: It is known that the biggest and most important capital of any organization, especially a knowledge-based organization, is its human capital, which can overshadow other investments of the organization, and human resources as One of the most vital resources of organizations is able to recruit other resources of the organization with their abilities and plans. On the other hand, in the current challenging and competitive environment, if an organization wants to be the leader in its activities and affairs, it must have human resources with healthy relationships. Because the positive or negative emotions of the employees can affect the conditions of the organized atmosphere created through their relationship with each other in a positive or negative way. Although jealousy is natural in humans and is not a behavioral, personality or hereditary trait, but the personality traits of people affect organizational jealousy, as if employees compare their salaries, opportunities, resources and information with others. For example, a feeling of jealousy appears in them, and if this feeling increases among the employees of the organization, they may think of harming each other and engage in unproductive, uncivil behavior, Increase unethical in the organization. On the other hand, jealousy is a group-based and inherently social emotion that is directed at another indirectly and hostilely. Also, jealousy is an emotion that has an emotional charge and comes from the social comparison of people, and it shows signs that a jealous person shows jealousy towards another person or a group of people who have performed better. An organization, due to its more or less secret nature, may be invisible in organizations, while this feeling is one of the negative consequences of social life and imposes heavy costs on the organization and society. The aim of the current research was to model the factors affecting organizational jealousy in the employees of Farhangian University.

Methodology: In terms of its purpose, this research was part of applied research. And in terms of the implementation method, a sequential exploratory mixed approach was used. In terms of its purpose, this research was a part of applied research. And in terms of the implementation method, a sequential exploratory mixed approach was used. The statistical population in the qualitative section was specialists and experts in the field of educational sciences and management of organizational behavior of Farhangian University in the northwestern provinces of the country in 2019-20. The sample of the research was 24 people who were selected by criterion-based purposeful sampling based on the principle of theoretical saturation. In the quantitative part, the statistical population of all employees and faculty members of Farhangian University in the northwestern provinces of the country in 2018-1999, in the number of 287 people, of which (female, non-faculty, 14 postgraduates and Ph.D. 3 people), (male, non-faculty, 64 postgraduates and 3 PhD), (female, faculty member, 9 postgraduates and 4 PhDs), (male, academic staff member, 14 postgraduates and PhD (19 people) a total of 130 people were selected as the sample of the study using stratified optimal assignment sampling and using Cochran's formula and based on educational qualification and gender. The tool used in the qualitative phase was a semi-structured interview, and in the quantitative part, a researcher-made questionnaire was used. The validity of the research findings in the qualitative part was guaranteed by using the methods of review by members, peer review, and the collaborative nature of the research. Also, in order to measure the reliability of the done coding, two retest reliability methods (consistency index) and intrasubject agreement method were used, the results of which were 84% and 82%, respectively. In the quantitative stage, the content and form validity of the questionnaire was confirmed by the professors, and its reliability was also confirmed through Cronbach's alpha at the rate of 0.89. In order to analyze the data obtained from the interviews, thematic analysis technique (theme) was used in the MAXQDA2018 software. And in the quantitative part, structural equation modeling and confirmatory factor analysis were used in Smart PLS2 software. Confirmatory factor analysis was used to measure the validity of the constructs and confirm each of the variables and related items. Convergent and divergent validity were also used to check the validity of the measurement model. Because the AVE index for all variables was greater than 0.5, so the convergent and divergent validity of the measurement model was also confirmed. To check the adequacy of the model, the criterion that indicates the effect of an exogenous variable on an exogenous variable was used. In the criterion results section, the values obtained for the endogenous structures confirmed the appropriateness of the fit of the structural model.

Findings: Based on the research findings, 100 basic themes and 72 sub-themes were identified in the form of 7 main themes. The main themes included anti-citizen behaviors, organizational culture, personality traits, existence of distance between manager and employees (leader-member exchange), unfavorable organizational atmosphere, lack of attention to organizational learning capabilities, spiritual leadership. Confirmatory factor analysis was used to measure the validity of the constructs and confirm each of the variables as well as related items. To check the adequacy of the model, the criterion that indicates the effect of an exogenous variable on an exogenous variable was used. In the criterion results section, the values obtained for the endogenous structures confirmed the appropriateness of the fit of the structural model.

Conclusion: According to the obtained results, the university management can, by identifying the factors affecting organizational jealousy, and as a result, by reducing and adjusting jealousy in the work environment and creating a favorable organizational atmosphere and with its spiritual leadership, the success of the organization under management. Guarantee himself Managers should increase their efforts to shape the conditions that lead jealousy to a more constructive path and at the same time prevent its escalation in the direction of disrupting the group's work. In the general explanation of the findings of the present research, it can be said that in administrative and educational systems, many behaviors are influenced by negative and positive emotions. And emotions are an influencing factor on social phenomena and the arousal of emotions is also influenced by social factors. Therefore, the management of social organizations, especially educational organizations, in order to maintain the survival and continuity of the activities of the employees and the organization under their supervision, must make fundamental changes in their management methods and styles, and the behavior of the organization's human resources as Pay more attention to human capital.

Keywords: Organizational Envy, Staff, Farhangian University.