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Presenting and Validating the Model of Prevention of Procrastination Among Employees of Islamic Azad University

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Abstract

Purpose: The purpose of the present study was to present and validate the model of prevention of procrastination among employees of Islamic Azad University

Methodology: The present research was conducted with the qualitative method of phenomenology, in order to identify the procrastination employees of Islamic Azad University, first all employees of Islamic Azad University in the year (2019-20) were considered, then using the multi-stage cluster random sampling method, A total of 384 people were selected as a sample for the initial investigation, and by implementing Takman's procrastination questionnaire (1991) on these people, finally, 25 qualified people were identified for this research. The research tool was a semi-structured interview, and the data reached theoretical saturation up to the number of 15 people. Data analysis was done based on the 7-step method of Claisey. To measure the validity of the data, two methods of review of participants and review of non-participating experts were used in the research.

Findings: The revealed findings were 179 extracted key terms (primary concepts), 292 secondary concepts (first category), 32 secondary concepts (second category) and 3 main concepts (dimensions). In order to confirm the reliability of the qualitative findings, a scale with a 3-option spectrum was used to measure the content validity ratio (Lavache coefficient estimation) and in order to ensure the reliability of the qualitative findings, the Holstein reliability coefficient was estimated at 0.97. The findings showed that the employee procrastination prevention model consists of 3 main dimensions including organizational dimension (with 14 components), individual dimension (with 15 components) and social dimension (with 3 components).

Conclusion: The findings showed that, according to the prevention model, the components of the organizational dimension include carrying out planning in affairs, promoting empowering training, strengthening the management system, improving financial affairs, improving the implementation of affairs, a healthy and appropriate organizational atmosphere, and promoting culture. Participation, the presence of motivational leadership, improvement of monitoring and evaluation, improvement of organization in the organization, appropriate legislation, appropriate software support, and healthy and appropriate communication in the organization.



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Detailed abstract

Purpose: Understanding many human behaviors is very difficult due to their complexity and it is one of the concerns of researchers and due to their professional sensitivity, they are trying to discover the cause and origin of human behavior. One of the complex behaviors is procrastination or postponing things to the future. A habit that exists in many people to the extent that researchers believe that this feature is an innate human tendency. Procrastination is an action that in most cases has no other consequences than stress, confusion and successive failures, and in most cases it can bring adverse and irreparable consequences by hindering progress and not reaching goals. It refers to the deliberate postponement of work tasks that are expected to be done, which has deep and far-reaching effects on the life and organizational development of employees; Or it is described as a lack of self-regulation and a tendency to delay what is necessary to achieve a goal. On this basis and despite the growing researches, human beings still need to expand their knowledge about the causes of procrastination. This is why some believe that procrastination has remained as one of the misunderstood issues of humanity; Procrastination (procrastination) is considered as a habit that has a high prevalence in different societies and its growing trend is very wide. This habit is accompanied by delay in doing work or responsibility, and as a result, it has unpleasant consequences. Although the negative consequences of this habit may not be clear and visible in everyday life, the losses arising from the spread of this behavior among people and different groups in organizations are important and significant, and this shows the necessity of preventing such behavior. In other words, procrastination is described as a lack of self-regulation and a tendency to delay what is necessary to achieve a goal. Also, procrastination is a destructive behavior, and leaders who are procrastinating and procrastinating negatively affect employee innovation. Research results have shown that a procrastinating leader actually weakens the innovation of those employees who resist change. When such employees are supervised by an assertive leader, they are better able to advance the innovation process. Procrastination is a common phenomenon in organizations, yet limited knowledge is available on its prevention. Recent studies have shown that procrastination in doing things has negative effects on people's physical health, eating habits and exercise. And these negative effects on employees are also one of the necessities of addressing the underlying factors of procrastination in the workplace. Based on this, employee procrastination can be defined as a type of failure in the self-regulation of employees in which the employee voluntarily postpones his work and it is expected that this will increase the effect of procrastination in the environment. Now the problem is, since increasing the organizational performance in Azad University requires the efficiency and effectiveness of the employees, if the employees are negligent in performing their duties, the quality of the work will decrease and thus they will waste other organizational resources, as a result Procrastination as an injury always threatens the employees on the way to success, in the university it is necessary to respond to the clients and students and quickly perform their related matters according to the laws and regulations as well as the description of the job duties of the people and if this If important issues are not addressed, the efficiency of the university will decrease and over time, its students and customers will be lost, and Azad University will decline in the field of competition with other universities. In the university, human resources have a prominent role compared to other factors, which should be considered as an effective factor with material and spiritual needs, individual goals, group and organizational expectations more than other sources. In this regard, it is necessary to identify the factors that cause employee procrastination and also to try to reduce it in Islamic Azad University, hence the main goal of the current research is to first identify the factors of procrastination and then provide a model to prevent it. have a job The aim of the current research was to present and validate the model of prevention of procrastination among employees of Islamic Azad University.

Methodology: The present research was conducted with the qualitative method of phenomenology, in order to identify the procrastination employees of Islamic Azad University, first all employees of Islamic Azad University in

the year (2019-20) were considered, then using the multi-stage cluster random sampling method, A total of 384 people were selected as a sample for the initial investigation, and by implementing Takman's procrastination questionnaire (1991) on these people, finally, 25 qualified people were identified for this research. The research tool was a semi-structured interview, and the data reached theoretical saturation up to the number of 15 people. Data analysis was done based on the 7-step method of Claisey. To measure the validity of the data, two methods of review of participants and review of non-participating experts were used in the research.

Findings: The revealed findings were 179 extracted key terms (primary concepts), 292 secondary concepts (first category), 32 secondary concepts (second category) and 3 main concepts (dimensions). In order to confirm the reliability of the qualitative findings, a scale with a 3-option spectrum was used to measure the content validity ratio (Lavache coefficient estimation) and in order to ensure the reliability of the qualitative findings, the Holstein reliability coefficient was estimated at 0.97. The findings showed that the employee procrastination prevention model consists of 3 main dimensions including organizational dimension (with 14 components), individual dimension (with 15 components) and social dimension (with 3 components).

Conclusion: The findings showed that, according to the prevention model, the components of the organizational dimension include carrying out planning in affairs, promoting empowering training, strengthening the management system, improving financial affairs, improving the implementation of affairs, a healthy and suitable organizational atmosphere, promoting the culture of participation, attendance Motivational leadership, improving monitoring and evaluation, improving organization in the organization, appropriate legislation, appropriate software support, and healthy and appropriate communication in the organization. The results showed that in terms of the component of the individual dimension, the components of improving emotional working relationships, improving mutual trust, strengthening internal and external motivation, strengthening altruism, solving emotional problems caused by Corona, strengthening self-care, reducing indifferences, improving time management , growth of decision-making ability, growth of career goals, improvement of physical and personal health, growth of mental health and growth of spiritual health and strengthening of the hereafter. And finally, according to the findings, the social dimension of the procrastination of Islamic Azad University employees, these components included appropriate social factors, healthy family and social relationships, and preventing the influence of political currents.