



Sociology of Education

A Meta-analysis of the Antecedents and Consequences of Organizational Socialization in Iranian Educational Organizations

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Purpose: Among the issues that our country's organizations are facing is how to promote socialization. The importance of this issue is so great that today, one of the important factors of progress and development in developed countries is considered to be a trained and motivated workforce, or in a better word, the sociability of specialized employees in different organizations. Accordingly, this study aimed to identify the antecedents and consequences of socialization in Iranian educational organizations using a meta-analysis approach.

Methodology: The current research is descriptive in terms of execution method, applied in terms of the type of use, and quantitative in terms of type of data. The statistical population of the research was the articles published in scientific research journals in Iran in the field of organizational socialization, from 2011 to 2023, from which 29 cases were entered through a meta-analysis process with a non-random purposive sampling method. The selected studies were analyzed using CMA2 software.

Findings: The findings of the research showed that among the antecedents of organizational socialization, respectively, the variables of electronic literacy (0.849), professional ethics (0.823), empowerment (0.671), organizational culture (0.560), and spirituality in the work environment (0.550) had the largest effect size. Also, among the consequences of organizational socialization, respectively, the variables of social responsibility (0.798), psychological capital (0.680), role outputs (0.669), ethical behavior (0.640), and job enthusiasm (0.620), had the largest effect size.

Conclusion: Identifying the antecedents and consequences of socialization in educational organizations that have diverse and yet sensitive goals, missions and tasks helps managers to facilitate the socialization of employees in the organization through focusing and applying the identified factors and variables, and also from the results to Be aware of the use of these factors and variables in the organization and take useful and effective measures to improve the organizational socialization of employees.



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Extended Abstract

Purpose: The educational system is known as a key factor in the cultural, social, economic and political fields in any country. Necessary work equipment and tools, a balanced work environment and most importantly, qualified and competent human resources are essential to achieve performance. It should be noted by managers and officials of educational institutions. Nowadays, most large organizations have realized that if they cannot raise the scientific and specialized level of human resources, they will decline. It is humane that after selection and recruitment, measures should be taken so that people can adapt to the culture of the organization. In this context, one of the important processes is organizational socialization. (Organizational socialization is a process in which a new employee from an external member becomes an insider and effective member for the organization. (This important point should be considered that socialization is not exclusive to new employees, but after every restructuring or job change within the organization, employees need socialization. Organizational socialization is very important for the organization and its employees. This process makes employees acquire the knowledge, information and skills necessary to fulfill organizational roles (the high cost of the recruitment and selection process for organizations and the role of socialization in the success of this process is another reason for the importance of organizational socialization.) The concept of socialization and socialization Being in the culture of social sciences is not very old. The history of this term goes back to 1828 AD. Georg Simmel used this term in a research in the United States of America in 1895. The term sociability in its new meaning was used in the late 1930s and early 1940s. Organizational socialization is a process by which new employees become insiders by performing tasks and acquiring an organizational identity from outsiders. Organizational socialization plays an important role in helping new employees to adapt to the organization's internal environment, and employees improve their behavioral performance through it. Among the issues that the organizations of our country are facing is the issue of how to promote socialization. The importance of this issue is so much that today one of the important factors of progress and development in developed countries is considered to be a trained and motivated workforce, or in a better word, the socialization of specialist employees in different organizations. Based on this, the aim of the current research is to identify the antecedents and consequences of socialization in Iranian educational organizations using meta-analysis approach.

Methodology: The current research is in the category of quantitative research in terms of descriptive implementation method, due to the type of practical use and due to the use of meta-analysis approach. Meta-analysis is a quantitative method for combining the results of independent researches, and its difference from other researches is that its statistical population includes researches that have already been conducted in this field. Meta-analysis is used when the investigated studies are quantitative. The main goal in meta-analysis is to calculate the effect size for individual studies. The size of the effect indicates the extent or degree of presence of a phenomenon in the society. This means that the larger the effect size, the higher the presence of the desired phenomenon. By having statistics such as F, χ^2 and t, the effect size index (r) can be estimated. For the r index, effect sizes less than 0.3 are considered low, between 0.3 and 0.5 are moderate, and more than 0.5 are assumed to be large. The society under investigation in the present study includes all the researches published in reliable scientific-research journals in the field of organizational socialization that were carried out in the country from 1390 to the spring of 1402 and in terms of measurement tools, validity and reliability, sampling method and required statistics. have the necessary conditions to perform meta-analysis. The reliability of the research was achieved through the agreement of the judges in the selection of the studies, the reliability of the coding was achieved through the agreement of the judges in the use of specific concepts, and the reliability of the significance level and effect size was obtained through the agreement in the calculation of the effect size between two meta-analysts. The sampling method was purposeful, in this way, studies were selected for the sample that had these necessary entry criteria: 1- The researches were conducted inside Iran. 2- The research has investigated the antecedents and consequences of organizational socialization in Iranian educational organizations. 3- Have the necessary information to calculate the effect size. Finally, the sample size included in the meta-analysis is 29 studies, which is equal to 44 meta-analysis units. The selected researches were analyzed through comprehensive meta-analysis software (CMA2). In order to measure the publication bias, from the

funnel diagram, to evaluate and adjust the publication bias from the dual and toid correction and fitting method, to determine the number of missing studies, from the error-safe N method and to check the heterogeneity of the studies, from the Cockram test (Q) used.

Findings: The findings of the research showed that among the antecedents of organizational socialization, respectively, the variables of electronic literacy (0.849), professional ethics (0.823), empowerment (0.671), organizational culture (0.560) and spirituality in the work environment (0.550) had the largest effect size. Also, among the consequences of organizational socialization, respectively, the variables of social responsibility (0.798), psychological capital (0.680), role outputs (0.669), ethical behavior (0.640) and job enthusiasm (0.620), had the largest effect size.

Conclusion: Identifying the antecedents and consequences of socialization in educational organizations helps managers to take useful and effective measures to improve the organizational socialization of employees by focusing on the identified variables. Despite the fact that the meta-analysis method corrects statistical indicators such as sampling and measurement error and has a higher accuracy than research and narrative research, it also has a number of limitations. The first limitation is the presence of publication bias. Although in the meta-analysis approach, complete and detailed investigations are done to identify related studies, but there is a possibility that some research will be ignored. The second limitation is that it is possible that in the current research, a number of variables related to the antecedents and consequences of organizational socialization have not been investigated and analyzed for reasons such as not being identified or not having criteria for entering the meta-analysis. In the following, it is suggested for future research to identify the antecedents and consequences of organizational socialization using a meta-composite research method. Then the meta-analysis findings are compared with the meta-composite results to gain more certainty about the antecedents and consequences. To systematically identify and investigate the antecedents and consequences of organizational socialization through quantitative, qualitative and mixed research methods. Intervening and mediating variables and factors between antecedents and organizational socialization and organizational socialization and consequences should be identified and investigated.