The study of the relation between organizational atmosphere and organizational obligation in Guilan province Melli bank workers

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ABSTRACT: The purpose of this research is the study of the relation between organizational atmosphere and obligation. It is done by descriptive – scaling method. This research statistical universe includes all of the workers, branches managers and Guilan province Melli bank workers and managers of branches affairs office that were 1504 people in 137 branches. Sample volume was estimated 306 people by means of kokran formula and simple random sampling method using two questionnaires organizational atmosphere and obligation the research data were gathered. For estimation of the question airs stability kronbakh Alfa coefficient was used. After calculation stability coefficient of organizational atmosphere was equalled to 0.869 and that of organizational obligation was equalled to 0.814. For the gathered data analysis, person correlation coefficient, regression analysis and path analysis were used. Result showed that there is a positive and meaning full relation between the dimensions of organizational atmosphere and obligation.

Keywords: organizational atmosphere, organizational obligation, Melli bank workers

INTRODUCTION

Every new member in different organizations especially banks in his first occupational contact with work environment hopes to come across suitable organizational atmosphere in order to desirably meet his economic, social and psychological requirement. It is in suitable condition and atmosphere that efficiency increases and unsuitable atmosphere will lead to the decrease of effective communication. Individuals understanding and insight of the present organizational atmosphere will become his mental imagination of organization. Some of these organizations are noisy and the others are quiet, some of them have suitable and desirable atmosphere and some other have cold and unsuitable atmosphere. (Rangbarian, 1996).

Having relationship with both inside and outside environment is one of the factors of organizational prosperity and development. A manager in unsuitable condition cannot have an effective relationship with others for recognition of others and himself and finally for organizational improvement. It is in suitable condition and atmosphere that efficiency increases and unsuitable atmosphere causes effective relationship to decrease (Amin shayan jahromi 2003). If obligation acceptability culture is dominated in organization, we will see that a person shows more responsibility acceptability and by meeting his obligation enjoy more satisfaction and interest and in addition absences, less working and tensions would be less. Responsibility acceptability and being obliged to work from the aspect of faith arouses occupational conscience which consequently would result in doing things in optimum conscience which condition and creating a positive and safe atmosphere is one of the main issues that should be noted. The thought of obligation is a main topic in management texts. This thought is one of the fundamental values that organization relies on that and workers are assessed in accordance with obligation criterion (Michel trans 1994). Occupational obligation of employees and managers of banks due to some reasons has significance. Firstly the finding shows that organization most of the time is a good predictor for remaining in the job tendency, In addition the finding shows that the employees who have high organizational obligation. Finally some researches showed that obligation may be a good index to show the effectiveness of an organization (porter 1974).

Organizational obligation is one of the theory chapters in organizational researches in 70th decade. This issue area purview and the importance of it's role was mentioned and succeeding that, most of the clear sighted persons tendency in the decades 80 and 90 was theoretical and research analysis of organizational obligation dimensions. Between them we can point out the main part of experts scientific production concerning with effective factors in organizational obligation some of which are the definitions below: 1. organizational
obligation can be an individuals psychological attachment to an organization or a specific job, the foundation of this process arises from internalization or naturalization in organization which means the acceptance of the intended organization features (Ranjbarian 1976). 2. Organizational obligation is a kind of mental, rational relation and love of the Organizational aims and missions. 3. Organizational obligation is one of expansion presentation and is caused by the person’s value system. 4. Making Organizational obligation sense on the one hand involves the existence of various personality factors of organization and environment and on the other hand it is a systematic obligation which calls for organization different aspects development such as occupations planning, reading and structure of the organization. In the present world the advantage that organizations have for taking the lead from each other is not just using modern technology but it is increasing of confidence, obligation and attachment extent in the workers to organizational aims as well. Now the situation is in a form that having energetic, creative and workers with obliged human capital are considered as the main organizational resources. (Shaqoli, 1999). Morhed and Griffin, 1374 believe that obligation and a biding like occupational satisfaction are two adjacent treatment manners which affect on important behaviours such as transfer and absence and also obligation and a biding can have positive and varions consequences. Workers who have more obligations and abiding are more orderly in their work, remain more in organizations and work more. So managers should be able to increase in different ways workers obligation and abiding.

Theoretical frame of the research
Obligation in person is defined; to accept responsibility for a condition, promise and oblige himself to performed practically (Molaei, 1999).
Steers and porter (1983) has mentioned organization obligation as a relative degree of individual identity determination by means of a special organization and his involvement and participation in that organization. In this definition organizational obligation includes three factors: A. Strong belief in organizational aims and values B. Tendency for noticeable trying for the sake of organization C. Strong and hearty wish and tendency for organization membership continuation.
Organizational obligation is an attitude, psychological state in dictating a kind of tendency, need and necessity for continuation of occupation in an organization. Tendency means interest and hearty will for continuation of service in an organization.
Need means an individual is indispensable for continuation of service in an organization due to his capital investment there and necessities consists of debit, responsibility and duty that a person has in front of the organization and oblige himself to remain there. (Allen & Meyer, 1990: 1-18).
Organizational obligation is considered as sentimental and psychological attachment to organization and on the basis of that an individual who is strongly obliged determine his identity by , will participate in organization, will be involved in it and enjoy his membership there.
Generally it seems that all the definitions offered concerning with organizational obligation include these three general topics sentimental attachment to organization , possible expenses cause by desertion of organization, sense of duty, necessity and duty to remain in organization. In the present research our intended definition of organizational obligation refers to Allen and Meyer view point of organizational obligation.

Organizational obligation Dimensions
Between the theoretical view point supporters, some of the researchers look at organizational obligation with the view point of a multi- dimension concept which various factors would influence on it.
Meyer and his colleagues are the pioneers of multi-dimension attitude. Their three dimension model of organizational obligation includes: sentiment dimension, lasting and dimension norm dimension.
Sentimental obligation: Allen and Meyer consider sentimental obligation as individual sentimental attachment to organization and being determined in regard to identity by that. If we define organizational obligation in this way, sentimental obligation includes three aspects: A form of sentimental attachment to organization. Individual tendency for being determined in regard to identity by organization and tendency for activity continuation in organization. Allen and Meyer believe that a person would feel sentimental attachment to organization in himself when he considers organization aims as his own aims and is convinced to help organization in reaching its aims.
Lasting obligation: The second dimension of Allen and Meyer organizational dimensions is lasting obligation which is on the basis of Baker’s Investments theories. This theory is on the foundation that by lapse of time the capital which a person accumulates in organization the more the person’s record in the organization increases the more the capital is accumulated and losing it for the person involves bearing more expense. This investment includes time; learning specific skills of the organization which are not transferable, occupational friend ships, political factors the other expenses that prevent the person from looking for substituting jobs.
Allen and Meyer (1990) know lasting obligation a form of individual’s psychological attachment to organization which arises from employee’s understanding of the things he would lose by desertion of the organization. In fact we can say that lasting obligation includes individual awareness of organization desertion expenses. So by the way the main reason of individual's relation to organization and his decision to remain in organization is an attempt to keep the advantages of relations with organization. Norm obligation: The 3rd dimension of organizational obligation that shows a kind of sense of duty to cooperation continuation with organization. Individuals who have a high level of norm obligation feel that they have to remain in the present organization. (Allen & Meyer, 1990).

Organizational Atmosphere

Individual’s way of operation in organization relates to individual's personality type, organizational role that he performs and also organizational situation and condition. This situation and condition has been studied and noticed as environment, culture, feeling, setting or atmosphere of organization.

Atmosphere is said to a group of features that differentiates an organization from other one. Personality points out to Individual’s main features, atmosphere also similar to that relates to organizational stable features.

Considering that organizational atmosphere come to pass in all dimensions and every where of the organization, in addition having effect on the member’s behavior and condition, impresses their organizational behavior such as organizational obligation.

Efficiency and organizational development relates to the right use of human power up to high extent observing previous researches it can be said that organizational obligation and organizational atmosphere would influence on many organizational variables and would be influenced by some of them. Concerning with the effects of organizational obligation we can point out its reverse effect on occupation desertion, absence, delay and its positive effect on occupation satisfaction, noticeable increase of operation. Also occupational obligation and occupational organizational development have mutual relation with factors such as organizational justice, organizational change and leading style.

More over by developing and increasing of motivation and organizational participation, attempts amount, feeling of interest and organizational cooperation would be increased.

Organizational atmosphere relates to many factors as well such as: operation, efficiency, effectiveness, leading style, transfer decreasing, occupational satisfaction and organizational learning.

The cases above show the significance of these two issues more than before especially in banks and financial-credit institutions. In many situations where bank worker make many vital decisions about operational politics and get in to trouble in such situations, their high obligation to organization in decision making would be helpful.

So organizational obligation and effective factors on tat gain double significance. One of these influential factors is organizational atmosphere. Unsuitable organizational atmosphere can damage longer part of organizational capital and qualified workers attempt to reach organizational efficiency.

RESEARCH METHOD

To do this research descriptive-scaling research method has been used. Statistical universe includes all of the workers, branches managers and Guilan province Melli bank workers and managers of branches affairs office that were 1504 people in 137 branches. Sample volume was estimated 306 people by means of kocran formula and simple random sampling method. Using two questionnaires of organizational atmosphere (OCDQ) (combined of eight dimensions: Sincerity, happiness, barrier, pretending to work, withdrawal, considerateness and reliance) and

Organizational obligation (combined of the three components of sentimental obligation, lasting obligation and norm obligation) the research data were gathered. For estimating of the questionnaires stability kronbach Alfa coefficient was used. After calculation, stability coefficient of organizational atmosphere was equaled to 0.869 and that of organizational obligation was equaled to 0.814. The gathered data were analyses by correlation coefficient, regression analysis. Using spss software.

The findings of this test shows that determination coefficient amount between the two variables is RZ=0.103. This means that organizational atmosphere variable predicts 10% of the changes regarding to organizational obligation variable. Considering the f amount, the test is meaningful in 0.01 levels. So organizational atmosphere variable is able to predict organizational obligation variable simple regression equation is as below:

\[ COM = 37.108 + 0.185 \times ATM \]
Table 1. The results of simple regression analysis test between organizational atmosphere and obligation

<table>
<thead>
<tr>
<th>Parameter</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multiple- correlation coefficient</td>
<td>32%</td>
</tr>
<tr>
<td>Determination coefficient</td>
<td>103%</td>
</tr>
<tr>
<td>Variance analysis (F) level of meaning fullness</td>
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</tr>
<tr>
<td>Invariable amount</td>
<td>37.108</td>
</tr>
<tr>
<td>Non standard regression coefficient</td>
<td>0.185</td>
</tr>
<tr>
<td>standard regression coefficient</td>
<td>0.32</td>
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<tr>
<td>T test amount level of meaning fullness</td>
<td>0.0001</td>
</tr>
</tbody>
</table>

CONCLUSION

According to the results of the research hypothesis test, the relation between organizational atmosphere and obligation with 0.32 correlation coefficient and in 1 percent level is meaningful. This means that organizational atmosphere score and morale extent increase equally and also there is a meaningful positive relation between the dimensions of sincerity, happiness, reliance, considerateness and organizational obligation. This means, the score increase of one of them, causes organizational obligation to increase and also there is no meaningful relation between withdrawal dimension and obligation. So between the dimensions of organizational atmosphere only the three dimensions of happiness, barrier and sincerity are able to predict organizational obligation dependent variable. These results are similar to that of Afshari (1998), yousefian (1999) and Esteron (1998) findings.

REFERENCES