

The Relationship between Religious Attitude and Job Performance of the Employees of Iranian Tobacco Company

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Abstract

This research is aimed at assessing the relationship between religious attitude and job performance of the employees of Iranian Tobacco Company. This is a descriptive-correlational research. The statistical population includes all 2350 employees of the Iranian Tobacco Company, from whom 251 persons are selected as the sample through convenience sampling method on the basis of Morgan's table. Serajzadeh's Religious Attitude Questionnaire (1998) and Paterson's Job Performance Questionnaire (1992) are employed for data collection. The results indicated that there was a positive and significant relationship between the dimensions of faithfulness, empiricism and rituality and job performance. However, there was no significant relationship between the dimensions of outcome and job performance. The results also signified a positive and significant relationship between religious attitude and job performance. The results of regression coefficient pointed out that only the empirical dimension, of the four dimensions of religious attitude variables, could predict job performance. Accordingly, it is suggested that religious attitudes be considered in order to increase job performance of the employees.

Keywords: *religious attitude, job performance, Iranian Tobacco Company*

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An Investigation of the Relationship between Internalizing Spirituality and the Performance of the Employees of Sepah

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Abstract

This research is aimed at investigating the effect of spirituality on the employees of Sepah Imam Reza. As this applied research is intended to have a consideration of the effects of deepening spirituality on performance, it has selected an explorative-descriptive method. Furthermore, based on the nature of the topic and research objectives, it has employed survey method as well. Research tools includes two questionnaires of spirituality and staff performance. Data analysis is performed by Pearson correlation coefficient and multiple regression analysis and SPSS software, indicating that employee performance variables affect all components of deepening spirituality, including beliefs, morals and worship, as well as deepening of spirituality itself directly and significantly. This means that employees' performance at Sepah Imam Reza increases by increasing spirituality and its components. The results also showed that the component of beliefs inserted the most influence on performance. Hence, the research arrived at the conclusion that employees' career belonging and intrinsic motivation can be improved by enhancing spirituality in the workplace, especially by focusing on reinforcing beliefs, and ultimately improve their performance in organizations.

Keywords: *spirituality and performance in organizations, spirituality in the Revolutionary Guard Corps (Sepah), deepening spirituality and performance in Sepah.*

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Metaphorical Explanation of Governance Model in the Context of The Holy Qur'an

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Abstract

The issue of good governance has been extensively considered in the scientific and political communities of the world as well as inside the country in the last two decades. This theory is used to measure the extent to which governments are "good". Reviewing the criticism against Western "good governance" theory and investigating the Islamic theories of governance, this research is intended to identify the views of Islam in the Holy Quran. Regarding the great number of verses of the Holy Qur'an explaining the characteristics of Pharaonic ruling system, the researchers tried to regard it as a model of "evil governance" to identify the other end of the spectrum, i.e. the "good governance". Hence, applying a thematic research method to study the Holy Qur'an, the researchers studied the related verses and arrived at the basic concepts of Pharaonic ruling system as a metaphorical reasoning strategy. The obtained model testified that the Holy Qur'an introduces intrinsic and external dimensions for governance. The former is a presentation of the relation of the governance with God, which is manifested in the latter while involving in its relation with people. Each of these dimensions contain three components including attitude, approach, and performance, all of which affect one another respectively.

Keywords: *good governance, metaphorical reasoning, thematic research method, the Holy Quran.*

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The Effect of Islamic Human Resource Management on the Behavioral Consequences of the Employees of Public Offices Focusing on the Mediating Role of the Islamic Work Ethics

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Abstract

In the era of the significant effect of religion on people's lives and work, it is essential to have an Islamic approach to human resource management. This research aimed at investigating the effects of Islamic HRM on behavioral consequences of the employees by focusing on the mediating role of Islamic work ethics. This applied research follows a descriptive-causal method based on positivist paradigm. The statistical sample of the research contains the employees of the selected public offices of Fasa including 210 persons selected according to the rules of thumb for structural equation. Research data were collected through researcher-made questionnaires of standardized Islamic HRM, Islamic work ethics and behavioral consequences. The reliability (Cronbach's alpha: 0.903) and divergent (convergent) validity for all variables were confirmed. The analysis by structural equation modeling with Smart-PLS3 software signified that Islamic HRM positively effected behavioral consequences, including job satisfaction, job involvement and organizational citizenship behavior. However, it negatively affected the turnover intentions of the employees. Islamic human resources had a significant and positive impact on Islamic work ethics. On the other hand, the role of Islamic work ethics was directly certified both as a behavioral consequence and as a mediator.

Keywords: *human resource management, Islamic human resource management, Islamic work ethics, behavioral consequences.*

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The Effects of the Islamic Spiritual Intellect and the Islamic Work Ethics on Organizational Commitment and Employees' Turnover Intentions (Case Study: The Islamic Culture and Guidance Organization)

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Abstract

In the present conditions, people feel quite void in their activities because of getting influenced by postmodernist thinking. The flow of spirituality in the workplace enhances employees' motivation and hope. Because of the cultural and religious context of this concept in the Islamic society, it is introduced as the Islamic spiritual intellect. This research is aimed at investigating the effects of Islamic spiritual intellect and Islamic work ethics on organizational commitment and turnover intentions of the employees of The Islamic Culture and Guidance Organization of Kohkiluieh-and-Boyerahmad province. This is an applied research following descriptive-correlational method. The statistical population of the study consists of 165 employees of the organization, 115 of whom are selected as the sample through available sampling method based on Cochran formula. Questionnaires are used for data collection, and partial least squares (PLS-SEM) through SMART-PLS2 software was used to test the hypotheses. The findings testified all hypotheses at the level of 0.95. Islamic work ethics, among all hypotheses, posed the greatest effect on organizational commitment with -0.481 beta. Moreover, from the other hypotheses, the Islamic spiritual intellect, with a beta of -0.436 had the greatest effect on turnover intentions.

Keywords: *Islamic spiritual intellect, Islamic work ethics, organizational commitment, employees' turnover intentions, the Islamic Culture and Guidance Organization*

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Identifying Factors Affecting the Development of “Waqf” Culture Through a Content Analysis Approach at Razavi Holy Shrine

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Abstract

“Waqf” (mortmain) is one of the most important cases of charity in Islam and other religions. It has always been regarded as a serious protection for people, especially for low-income and poor ones. Moreover, it has been applied to the development of religious culture, the profound Qur’anic and Islamic teachings, and has improved economic, cultural, and social status of people. Employing a qualitative approach based on the thematic analysis method, which looks for principle, organizing and inclusive themes relating to the research problem, this research is aimed at finding out whether it can discover factors across a wide range of cultures which can promote the virtuous traditions of waqf in the holy shrine of Imam Reza. This exploratory research follows library and field methods for data collection. The statistical population for semi-structured interviews included professors, policymakers, executives, trustees, and benefactors. Snowball sampling was used to select the sample. Data were analyzed using MAXQDA software resulting in a total of 75 basic themes and 13 organizing themes as follows. Three comprehensive themes including appearance, values, and beliefs were identified. At

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the level of beliefs, three categories of factors affecting donation discourse, trust making and preparing the context were identified. At the level of values, categories including respecting the benefactors, strengthening social and religious values, developing shared endowment were discovered. Eight categories including specialization of waqf, policymakers and executives, expanding the bases of waqf, removing obstacles and challenges, reconstruction of mortmain, communicating and advertising were identified at the level of appearance and artifacts.

Keywords: *improving the culture of waqf, assumptions and beliefs, values, appearances and artifacts.*

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