

## عنوان مقاله:

An analysis of employee's attitudes in public organizations: explanation of organizational silence climate and silence behavior

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## خلاصه مقاله:

An analysis of employee's attitudes in public organizations: explanation of organizational silence climate and silence behavior Hassan Danaeefard Associate professor Tarbiat Modares University Balal Panahi Academic staff of Payam e Noor University Abstract Undoubtedly survival password of capitalism in the very competitive world is organizational knowledge. Resources of knowledge production are organizational dialogue forums that capture multiple dialogues and at the same time different dialogues. If organizational mouths be pressed to silence, employee's opinions that are the engine generating organizational knowledge will be fossils. When the staff silence as a strategic investment of an organization, management must feel their major managerial risk. Data for this descriptive study was collected from ۲۸۰ employees of a public organization by a standard questionnaire containing ۲۸ questions to evaluate eleven original hypotheses. In this study, we first described the concept of organizational silence and silence behavior then the empirical relationships between silence climate and silence behavior in interaction with job attitudes in the public sector were discussed thoroughly. SPSS software was utilized to analyze research data using correlation tests and path analysis technique. The results showed that there is a significant relationship between silence climate dimensions (top management attitudes to silence, supervisor attitudes to silence and communication opportunities) and job attitudes with behavior silence employees. The findings showed a relatively strong positive correlation between top management attitude and supervisors' attitude with silent behavior of employees. Furthermore, a relatively strong negative correlation was observed between communication opportunities and employees job attitudes with silence behavior employees Keywords: Organizational silence, Top management attitudes, Supervisors' Attitude, .Communication opportunities, Silent behavior, Organizational commitment, Job satisfaction

## کلمات کلیدی:

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