

Examining the Mediating Role of Psychological Security and Psychological Significance on the Relationship between Organizational Culture and Job Involvement in the First Secondary School Teachers of Aliabad city, Iran

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Abstract: The aim of this study was to investigate the mediating role of psychological safety and psychological significance on the relationship between organizational culture and job involvement in the first secondary school teachers of Aliabad city, Iran. The research method was correlation-descriptive. The study population was consisted of the first secondary school teachers in Aliabad city, Iran by combining different age and sex who had at least diploma degree and were 200 individuals and 132 individuals were selected randomly using Morgan table. Questionnaire was used to collect data. Data were analyzed using structural equation. The results showed that the variable of spirituality mediates the relationship between organizational culture and job involvement and psychological significance variable don not mediate the relationship between organizational culture and job involvement.

Key words: Psychological Security, Psychological Significance, Education and Training.

Introduction

The role of the mediating of psychological security and psychological significance are expressed so that there was a dynamic communication between a framework and a person with a developmental structure, objective and subjective means and shows the result of task performance (Bafrani, 2008). It is generally considered that the organizational culture is perceived that people have from their organization and represents typical properties and prove that organizations are different. Human resource compliance with disciplinary issues and organizational culture reduces transportation costs and replacement and growth and effectiveness (Fakhrian, 2014). Organizational culture is contiguous admitted that the components of the organization that are put together. Job involvement will determine how much time a person spends with his job and his work and what is called conflict.

There are teachers with high job involvement due to the significant mediating role of psychological and emotional security can the effectiveness and greater efficiency in the Education and training goals. When people are immersed in their work, their motivation increases and they will have a positive impact on performance. The need to psychological security and significant, feeling important and valuable precious in the organization originating from management organization strong culture to staff and managers should create a sense of peace

and security and lasting value. To create such a culture, should be taken in order to balance the stress managers (West, 1990). Investment teacher education and achieving the goals of Education and training depends on strengthening the organizational culture right this valuable resource. Psychological security and psychological significance perhaps as moderating variables between organizational culture and job involvement which cause different behaviors such as accepting and complying with the laws and practices in teacher education and the preservation and development, a positive attitude and patience and forbearance of discontent and problems in work. Since, the first secondary school teachers in Aliabad city, Iran is one of the three pillars of education so, it is important in this study the relationship between organizational culture, job involvement due to the significant mediating role of psychological and emotional security can highlight job conflicts between the first secondary school teachers. The purpose of this study was to investigate the mediating role of psychological security and psychological significance on the relationship between organizational culture and job involvement in Aliabad city, Iran in the first secondary school teachers.

Materials and Methods

The research method was correlation-descriptive. The study population consisted of the first secondary school teachers in Aliabad city, Iran by combining different age and sex who had at least diploma degree and were 200 individuals and 132 individuals were selected randomly using Morgan table. The study was performed on stage after the presentation of preliminary explanation about the purpose of the test and measurement tools, how to respond the tests were explained to participants in detail. After obtaining consent from individuals about the ethical considerations and the necessary awareness, as they were assured that the received information will be used only in this study and will be protected from any abuse. To measure the variables of the questionnaires the below questionnaires were used. The questionnaire contains 20 questions and the response was based on Likert five-point (Table 1).

Table 1. Details of the research questionnaire.

Questionnaire	The number of items	Theories
Organizational Culture	6	A standard questionnaire Queen (1998)
Job involvement	6	Perlis questionnaire (2003)
Psychological security	3	May and colleagues (2004)
Psychological significance	5	May and colleagues (2004)

Its validity was confirmed by professors and experts. Cronbach's alpha was used to test the reliability. Which means that 30 questionnaires were distributed between the sample and the reliability of the method was analyzed using calculating Cronbach's alpha coefficient. The results showed good reliability was gauges. Structural equation modeling was used for data analysis.

Results

Descriptive statistics variables are presented in Table 2.

Table 2. Descriptive statistics of variables.

Variables	The abbreviation	N	Minimum	Maximum	Mean		Std. Deviation	Variance
		Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	
Job involvement	JI	132	1.00	5.00	4.3434	0.06237	0.71657	0.513
Psychological significance	PSS	132	1.00	5.00	4.6530	0.04597	0.52820	0.279
Psychological security	PS	132	1.00	5.00	2.4470	0.09271	1.06516	1.135
Organizational Culture	OC	132	1.00	5.00	3.8182	0.08613	0.98955	0.979

Path analysis results are presented in Table 3. It can be said that the significant factor of T is relating to the variable of OC * PS which is the variable of job involvement and has been obtained the number of 2.067 which is greater than 1.96 at the confidence level of 95% and can approve the relationship of psychological security variable as a mediating variable. In other words, at the confidence level of 95% it can be confirmed that the variable of spirituality can mediate the relationship between organizational culture and job involvement. Also, the significant factor of T is relating to the variable that the variable OC * PSS which is flashed to job involvement had been obtained 0.214 and because of the lower number of 1.96 at confidence level of 95% the relationship between psychological variables as a mediating variable cannot be confirmed. In other words, it cannot be confirmed that the psychological security at the confidence level of 95% can mediate the relationship between organizational culture and job involvement.

Table 3. The results of the relationship between direct and significant coefficients.

Structural Path	The abbreviation	Path coefficient (β)	Significant (T-Value)	Test result
Mediating variable OPS --- Job Involvement	OC*PS --- JI	0.206	2.067	Accepted
Mediating variable OC * PASS --- Job Involvement	OC*PSS --- JI	-0.025	0.214	Rejected

Psychological security (PS), mental significant (PSS).

Discussion and Conclusion

The aim of this study was to investigate the mediating role of psychological safety and psychological significance on the relationship between organizational culture and job involvement in the first secondary school teachers of Aliabad city, Iran. These findings were consistent with the results of Paul et al (2002) and Wang et al (2004). To explain these findings, we can say that mental security with a broad concept that can create conditions that lead to destructive factors and afflicts the human psych to be provided the comfort and welfare. According to the Quran, the need of human social life is the first psychological security. When a person's security is high, he will feel confident that his behavior is harmless and does not cause negative consequences. Instead, people are allowed to maintain their own behaviors such as assertiveness. One result of this research has shown that psychological security is as an important factor, influenced the behavior of teachers in the school environment. It has also the positive effects on the environment of psychological security in the workplace and increases the commitment of teachers, teaching and learning behavior.

Mediating role of psychological security has an impact in the relationship between organizational culture and job involvement in the relationship between administrators and teachers in the workplace. In this study, psychological security variables stake in the relationship between perceived organizational culture and the involvement of teachers. In the present study, it has shown that psychological security is as a mediating variable in the relationship between perceived organizational culture and employee engagement which is effective. Accordingly, teachers have an important role in understanding the right behavior. Other findings showed that psychological significance could not mediate the relationship between organizational culture and job involvement. To explain these findings, it can be said that experienced psychological significance considered as important and effective mood in work.

Also, when teachers have a sense of participation in achieving the organization's goals, teacher's skills and finding better means of learning and teaching jobs find themselves lead them considered their job more meaningful. It is worth saying that if the work is experienced meaningful by teachers, makes the job motivation providing the basis for promotion and improvement. In the end, we can say that the impact of psychological variables significantly increases security and job involvement among teachers and high job involvement also increases the productivity and efficiency, but there was no codified in law but also in improving the culture.

Conflict of interest

The authors declare no conflict of interest

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