

The impact of Pareto Principle on the sale in automobile companies and airlines

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Abstract

The aim of the present study was to investigate the role of job attitude, religious beliefs and stress related behaviors in prediction of organizational behaviors of employees. method of the present study was descriptive – correlation. Participants were included all employees of Islamic Azad University of Ardabil city that 100 of them selected using simple random sampling method as sample. Job attitude, religious beliefs , stress related behaviors and organizational behavior inventories were used in order to gathering data. Pearson correlation coefficient and multiple regression analysis were also used in order to analyzing data. Results indicated that from the Pearson Correlation and Regression, there is no significant correlation and significant relationship found between the stress and organizational behavior. However, both the religious beliefs and job attitude with organizational behavior have a relatively strong and significant relationship. Based on regression analysis, it reveals that there is positive and significant relationship between religious beliefs and job attitude with organizational behavior. according to the results conclusion is that job attitude , religious beliefs and stress related behaviors are essential variables that have impact on organizational behavior and researchers in this field should pay more attention to them.

Keywords: job attitude, religious beliefs, stress, organizational behavior.

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Introduction

Organizational behavior (OB) studies have become more significant in previous years as companies need to adapt to the speedily changing business cultures in this competitive and fast-paced civilization. In nowadays business world, managers are concentrate to how employees react to circumstances rather than if they respond. Employees start to look organizational behavior as an intricate piece of training and development of the workforce. The corporations need to expand their information about attitude and behavior of individuals, groups in organization in order to manage a new workforce and cope with the obstacles of new environment as the environment of business is always shifting. In fact, organizational behavior is an essential tool for managing effectual teams in business globe today (1_5).

With the existing cutthroat situations facing businesses, all organizations require employees

that are willing and enthusiastic to work beyond their formal duties and responsibilities. Successful organizations have employees who go ahead of their formal job requirements and willing to sacrifice their time and energy to be thriving on the job tasks. It is vital to continuously explore ways of instilling OB among employees in any organizations given the importance of OB in enhancing individual, organizational as well as team performance (6,8). Crucial component of effective organizational performance denoted how eager the employees put forth effort beyond the proper responsibilities of their positions (23). Generally, OB enhance performance because these behaviors allow effective ways of managing the association among employees of different work units and ultimately improve the accomplishment of the organizational or departmental final goals (31,42).

Previous researches have focused in discovering factors contributing to OB with the empirical proofs that OB contribute to organizational and team

effectiveness. There is still much to learn about what factors that manipulates the performance of OB (35). Assessment of current literature shows scarcity of literature with regards to the relationship between religiosity, stress, job attitude and OB. Furthermore, despite of plenty studies carried out on OB, little is known about OB in the working backdrop. The restricted number of study does not allow much generalization thus assuring further investigation (10-14).

Tables

Correlation Analysis

Pearson’s correlation coefficient involve the measurement of linear associations and on how variables are related, Table 1 shows the bivariate correlations between the dependent variable and predictors namely job attitude, stress related behaviors, and religious beliefs of this study (20,22). The correlation analysis as shown in Table 1, the Sig. (2-tailed) value for stress related behaviors variable is 0.581 which is much greater than 0.05 level of significance implying there is no

significant correlation relationship found between the stress related behaviors and organizational behavior. The correlation coefficient, r is 0.105 signify there is weak positive association relationship between the two variables (47,48). The closer a Pearson’s r value to 1 the stronger the relationship between the two variable, thus with positive correlation coefficient, r of 0.601 denotes both the religious beliefs and organizational behavior have a relatively strong relationship, in addition, the Sig. (2- tailed) value is less than 0.05 proves that there is indeed significant correlations between the two variables. The positive Pearson’s r value for job attitude and organizational behavior is 0.569 depicts there is reasonably strong relationship between both the variables. There is a statistically significant correlation between the two variables as this can be shown via the Sig. (2-tailed) value which is less than 0.05, implying the increase or decrease in either one of the variable will bring about the increase or decrease of the other variable (23_27).

Table 1: Summary Result of Correlations Analysis

Variables	Coefficient	Organizational Behavior
Religious beliefs	Pearson Correlation	.601**
	Sig. (2-tailed)	.000
	N	5
Stress related behaviors	Pearson Correlation	.105
	Sig. (2-tailed)	.581
	N	2
Job Attitude	Pearson Correlation	.569**
	Sig. (2-tailed)	.001
	N	5

Note: ** Correlation is significant at 0.01 levels (2-tailed)

Regression Analysis

Multiple regression analysis assesses both the degree and the characteristic of relationship between the independent variable and dependent variable. The regression coefficients express the relative magnitude for each of the independent variable in the extrapolation of dependent variable (32,33). R symbolize the multiple correlation coefficient, denoting the relationship strength for a given multiple independent variable related to the

dependent variable (35_38). The closer the R2 to 1, signifying the regression model fits the data better as most of the variation in the dependent variable can be explained by the model. The R2 value for three independent variables as shown on Table 2, embedded in the regression model is 0.451, suggesting almost 45 percent of the variance in organizational behavior is explained by variance of independent variables (39,42).

Table 2: Multiple Regression Analysis

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.671 ^a	.451	.387	.28110

Dependent variable: Organizational Behavior

Table 3 indicates the standardized coefficients as β disclosed the outcome of each independent variable on the dependent variable in standard deviations, comparing the degree of magnitude among the three independent variables. As seen from the Table 3 according to the regression analysis computed, religious beliefs has significance correlation (Sig t = 0.022) towards organizational behavior. Religious beliefs ($\beta = 0.417$, $t = 2.442$, $p < 0.05$) was found significance and shown positive association towards organizational behavior. Among the independent variables, religious beliefs are the most noteworthy elements in determining the organizational behavior with the highest standard deviations of 0.417. Therefore, there is a significant positive relationship between the religious beliefs and organizational behavior at the significance level of p-value less than 0.05.

The regression analysis indicates that stress related behaviors has insignificant relationship (Sig t = 0.846) towards organization behavior. Stress related behaviors variable ($\beta = 0.029$, $t = 0.196$, $p > 0.05$) suggest there is extremely irrelevance positive association towards organizational behavior. According to Siu (2003), occupational

stress is a very subjective notion, affecting every individual differently at all levels up to certain extent. Thus, occupational stress can be both positive and negative as in numerous area of organizational psychology, job dissatisfaction, workload dissatisfaction, conflict, absenteeism, degrade job performance and demote life satisfaction, in addition to turnover intentions. Furthermore, stress related behaviors have limited effect on organizational behavior as the β value or the standard deviation at 0.029 only. Therefore, insignificance relationship between stress and organizational behavior exists at the significance level of p-value larger than 0.05.

The regression analysis shows that job attitude has significance positive relationship (Sig t = 0.055) towards organizational behavior. Job attitude ($\beta = 0.346$, $t = 2.010$, $p < 0.05$) was found substantial and positively related towards organizational behavior. Job attitude seems to be second determinants of organization behavior after religious beliefs with β value of 0.346. Therefore, there is a significance positive relationship between job attitude and organizational behavior at significance level of p-value less than 0.05.

Table 3: Summary Result of Regression Analysis

Model	Variables	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	Organizational Behavior	.405	.633		.641	.527
	Religious beliefs	.413	.169	.417	2.442	.022
	Stress related behaviors	.020	.101	.029	.196	.846
	Job Attitude	.442	.220	.346	2.010	.055

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