Investigating the Factors Affecting the Work Conscience among the Employees of the Red Crescent of Ilam province

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Abstract

Introduction: The aim of the present study is to examine the factors affecting the work conscience among the employees of the Red Crescent of Elam province, which was implemented in 2022.

Research method: This study is a quantitative study of the descriptive–analytical type of survey. The statistical community includes all employees of the Red Crescent Organization of Ilam province with a number of 272 people, of which 160 were selected according to the Cochran formula and by the regular sampling method. The tools used in this study were the researcher's questionnaire consisting 60 questions. The results of the questionnaire were analyzed using the multiple correlation coefficient method (regression) as well as the structural equation method.

Results: Based on the results of the descriptive statistics, the work conscience rate was based on a 5 degree grouping as follows: 1/9 percent was very low, 21/2 was low, 50/6 percent was somewhat, 19/4 was high and 3/8 percent was very high. The results of the inferential statistics also showed that among individual factors, the variables of age(highest age) and Education (Bachelor's degree) with non-dependent(work conscience)have a meaningful relationship, as well as between independent factors(organizational Justice(P=/245), awareness of role ambiguity(P=-/101), job satisfaction(P= - /062), organizational alienation (P=/372). they had. The results of the factor load analysis showed organizational Justice (R= / 287). Organizational unity (184r=/) job satisfaction (R=- / 038) and awareness of role ambiguity (R=-/079) respectively had the greatest impact in explaining the main variable of the research.

Key words: Awareness of role ambiguity, Organizational alienation, Organizational justice, Job satisfaction, Work conscience

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