

The study of job conflict and job performance according to the role of organizational structure moderator in the employees of the General Department of Sports and Youth of Fars

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ABSTRACT / EXECUTIVE SUMMARY

The purpose of this study was .The study of job conflict and job performance according to the role of organizational structure moderator in the employees of the General Department of Sports and Youth of Fars. The research method was applied in terms of objective, descriptive and correlational in nature and field implementation. The statistical population of this research was all the employees of the General Department of Sports and Youth of Fars in the number of 114 people, who were studied as a total number.. The tools of data collection were the standard questionnaires of job conflict of Ghanbari et al. (2014), job performance of Cooper(2009) and organizational structure of Wood (2005). Descriptive statistics methods were used to describe the data, and Pearson's correlation coefficient, linear regression, and structural equations were used to analyze the data. The results of the research showed that there was a positive and significant relationship between job conflict and organizational structure with job performance. Also, job conflict and organizational structure had the ability to significantly predict the job performance. And finally, the relationship between job conflict and job performance through organizational structure was positive and significant.

Keywords: Job Conflict, Job Performance, Organizational Structure.

1. INTRODUCTION

Today, increasing competition and irregular changes in the business environment of organizations, especially sports organizations, have forced them to constantly adapt to changes, in the meantime, although change is necessary for organizations that seek to improve performance. Achieving sustainable competitive advantage and maintaining it requires job engagement and appropriate organizational structure. Therefore today, perhaps one of the factors that unfortunately has been neglected or neglected in our sports organizations, including the General Directorate of Sports and Youth of Fars, is the lack of involvement of committed and competent employees in organizational decision-making and the lack of a suitable organizational structure in order to Getting these people committed to organizational planning

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and decisions is to get maximum productivity from their human resources. So that it becomes necessary to pay attention to the type of structure that governs the organization and to modify it in order to increase job performance.

2. ANALYSIS

There is a significant relationship between job involvement and its dimensions with job performance in the employees of the General Department of Sports and Youth of Fars.

- There is a significant relationship between occupational conflict and its dimensions with organizational structure in the employees of the General Department of Sports and Youth of Fars.

- There is a significant relationship between the organizational structure and its dimensions with job performance in the employees of the General Directorate of Sports and Youth of Fars.

- Job conflict has the ability to significantly predict job performance in the employees of the General Department of Sports and Youth of Fars.

- Organizational structure has the ability to significantly predict job performance in the employees of the General Directorate of Sports and Youth of Fars.

- Positive involvement in work has a significant ability to predict the organizational structure in the employees of the General Department of Sports and Youth of Fars.

There is a significant relationship between job conflict and job performance through the mediation of organizational structure in the employees of the General Directorate of Sports and Youth of Fars.

3. ALTERNATIVES, RECOMMENDATION AND DISCUSSION

The results of structural equation modeling show the final research model. The coefficients of the research model show that the path coefficient of job engagement to job performance is equal to 0.53 and this shows that with one unit increase in job engagement, job performance changes by 0.53. The path coefficient of job engagement to organizational structure is equal to 0.62 and this shows that job engagement has a positive effect on organizational structure to the extent of 0.62. The coefficient of the path of organizational structure to job performance is equal to 0.33 and this shows that organizational structure has a positive and significant effect on job performance to the extent of 0.33. As can be seen in the table, the indirect effect of job involvement through organizational structure on job performance is 0.20.

4. CONCLUSION

The findings from the main hypothesis of the research showed that the relationship between job involvement and job performance through organizational structure in the subject is positive and significant. So that the mediating role of organizational structure in the relationship between job conflict and job performance was confirmed. These results were in line with the research results of Kokbi Saghi and et al (2017). In explaining this hypothesis, it can be pointed out that as a result of the proper design of the organization, steps can be taken to increase job engagement and job performance. In fact, the organizational structure should not be considered as an obstacle. In contrast, employees with high levels of job involvement should be given the freedom to provide innovative solutions in different organizational situations. According to the results obtained from this research and in order to help improve the level of job performance through job involvement.

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