

## **Predictive Behavioral Performance: Is the Religious Dimension Can Be Predicted Behavioral Performance Organizations? (Case Study: Insurance Staff Iran of Ardabil Province)**

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**Abstract:** The purpose of this research is to study the effect of religion on the behavioral performance of employees in Iran insurance. For this correlative study, a sample of 127 people from the community of employees in Iran insurance in Ardabil Province were randomly selected. For collecting data, Glock and Stark religious questionnaires and behavioral performance Saatchi was used. Pearson correlation analysis showed a significant positive correlation between all dimensions of religiosity (religious dimension, experimental dimension, ritual dimension and outcome dimension) with behavioral performance and regression analysis showed that all aspects of religion was a significant predictor for behavioral performance. The results of this study emphasize the correlations of religious with behavioral performance, so that demand serious consideration to raising the level of behavioral performance.

**Key words:** Religiosity, behavioral performance, Iran insurance of Ardabil Province, regression, dimensions

### **INTRODUCTION**

Religion as one of the social institutions has a special place in sociologists' classifications. Sociologists in a general classification have classified the social institutions into 5 categories of educational institutions, family, religion, politics and economic. Since, religion is a collective phenomenon and is in a mutual relationship with other social units, so it is expected that it can both affect be affected by the other social institutions.

Religion is presented as the source of good behavior, good deeds, conscience and worship of God, personal and social order morality and among human beings. Religion with its clear social role regulates the individual and social life. Religiosity is one of the factors that have a significant effect on life satisfaction. Religion is a fact that has a serious and significant presence in various aspects and dimensions of human life. The increase of researches about religiousness itself indicates the importance of this issue in human life. Lots of extensive researches in the field of religiousness have been conducted; including the impact of religious beliefs on physical and mental health (Aclin, 2001), the impact of religious beliefs on adaptation and mental health (Bergin, 1988; Villiamzn, 1998), the relationship between religious activity and lack of delinquency trends (Cavanagh, 1999; Javanmard, 2011). Negative relationship between depression and anxiety with the worship.

Religion is one of the factors affecting the performance of human behavior. The behavior of the employees in your organization is one of the aspects of behavioral performance in the organization. Therefore, the performance should be pretty clear by employees who are expected to be desired, defined and understood. Performance in word means the state or quality of the work so the overall performance of a structure that refers to how organizational operations. The most famous definition of performance offered by Nily and colleagues explain the quality of performance for process efficiency and effectiveness of the actions defined. According to this definition, the performance is divided into two components: performance that describes how to use the resources in the production of services or products. The relationship between the real and the ideal combination of inputs to produce certain outcomes and the effectiveness of describing the degree of achievement of organizational goals. Functional performance related criteria including:

- The ability and job skills
- The job behavior
- The quantity of research

There is a particular form of religion in every culture. The specific objective of religion is a fact that historians have studied it. Religion may be the view of rituals, prayers, considered iconic characters and types. The

creation of a kind of religious person with a source that has an impact on human life and natural things, communicates (Movahed and Ehsan, 2010). The phenomenon of complexity in the current era has led the organizations to have various and different responses. One of the most practical ways is to encourage your staff to wholeheartedly devote themselves to their work, so through this way “self” they could find their standard that its result is creative and innovative employees in responding to the turbulent environments. The emergence of full-fledged self at work; will be possible with the arrival of spirituality in the organization. Today, employees wherever they work, search something beyond the material rewards of their jobs. They are looking for something meaningful, inspiring and also demand balancing their lives. Organizations are faced with growing and thriving employees who are seeking something meaningful, purposeful and nurturing working places with such traits.

Ellison *et al.* (2009) in his researches stated that the experience of religiousness and worship increase satisfaction in individuals and makes people feel more satisfied. He also says that having strong beliefs, regardless of the presence in the Church has a significant correlation with life satisfaction, especially for people with university education. Most of the studies show that if the people are more religious and having more religious activities, usually in terms of physical and mental are healthier. The results of the studies indicate that more participation in religious activities is significantly associated with greater well-being and lower levels of delinquency, alcohol abuse, drug abuse and other social problems (Donahue and Benson, 2001).

Repeated researches among people in North America and Europe show that religious people report more happiness and life satisfaction than infidels (Myers, 2000). Peacock and Poloma (1999) have found that the feel of closeness to God is the only predictor of life satisfaction at all ages.

Although, the evidence was about religion but despite this it seems that so far no study has examined the study and understanding of the role of religion on behavioral performance. The aim of this study was to use self-insurance managers Iran of Ardabil Province to improve the organization to advance organizational goals. The aim of this study to answer this question is to what extent is the role of religion in predicting behavioral performance of state insurance?

## MATERIALS AND METHODS

The study method, population and sample: this is a descriptive-survey study and the statistical population of this study is all the employees of (Iran insurance of

Ardabil Province) the number of which is almost 200 people. Morgan table is also used to determine the sample size and the sample size of 127 was calculated according to the table.

### Research tools

**Religiousness questionnaire:** To measure the variable of Religiousness the questionnaire Glock and Stark was used (Movahed and Ehsan, 2010). This questionnaire is resulted from 4 dimensions of faithfulness, empirical, outcome and ritual and has 26 items. The amount of reliability this questionnaire is 0.83.

**Behavioral performance questionnaire:** To measure the performance variable behavior Likert scale questionnaire of 15 questions was used. The reliability of this questionnaire is 0.91.

## RESULTS

Table 1 shows the mean (and standard deviation) of Behavioral performance criterion variable is 4.24 (0.432) and the mean (and standard deviation) predictive variable of faithfulness dimension is 4.88 (0.195), empirical dimension 4.70 (0.35), ritual dimension 4.12 (0.508) and the outcome dimension 4.70 (0.35).

In this study, the correlation coefficient of each variable suggests that there is a significant relation between Behavioral performance criterion variable and predictor variables of religion ( $p < 0.01$ ).

As can be seen in Table 2, the correlation between the predicted values and actual values of the dependent variable is 0.613. And  $R^2$  coefficient or 0.375 shows the explained variance of the criterion variable by combining three independent variables. The results of Table 3 show that 36% of criterion variance is explained by the regression model.

Table 1: Mean and standard deviation and correlation between predictive and criterion variables

Variables	SD	Mean	1	2	3	4	5
Behavioral performance	4.49	0.439	-				
Belief	4.88	0.195		-	0.72*	0.42*	0.39*
Emperical	4.70	0.350			-	0.62*	0.77*
Ritual	4.12	0.508				-	0.78
Outcome	4.70	0.350					-

\* $p < 0.01$

Table 2: Abstract model

Model	R	R <sup>2</sup>	Adjusted R
1	0.613	0.375	0.355

Table 3: Results of the analysis of predictive and criterion variables variance

Models	Total squares	df	Mean square	F-values	Sig.
Regression	9.15	4	2.280	18.33	0.000
Remaining	15.22	122	0.125		
Total	24.38	126			

Table 4: Summary of regression analysis of the religious variables in predicting the behavioral performance

Variables	B	SEB	$\beta$
Belief	0.670	0.261	0.302*
Empirical	0.705	0.209	0.563*
Ritual	0.728	0.105	0.841*
Outcome	0.823	0.200	0.672*

\*p<0.01

Table 3 shows that there is a significant relation between the weighted linear combination of the independent variables that are showed by the model and the dependent variable ((p<0.01) 18.33 = (122.4) F).

As it is seen the regression results are summarized in Table 4. The results of this table indicate that only a predictor variables (the outcome dimension) was significantly involved in predicting the criterion variable (p<0.01).

### DISCUSSION

The purpose of this research was to study the impact of religiousness on behavioral performance of employees of Iran insurance of Ardabil Province. The results of this study at a descriptive level showed that generally the employees of Iran insurance are highly commitment and adherent to the religious teachings. Pearson correlation coefficient test revealed that there is a significant relation between religious dimensions and behavioral performance.

Studying regression analysis showed that all four dimensions of religiosity-belief aspects, experimental, ritualistic and consequences-are effective in predicting behavioral performance significantly. The findings consistent with the findings of Ranaei Kordshouli. They noted in their study that influenced citizenship behaviors of religious organizations. The research indirectly to the investigation of Ahmad Barabadi and Ghanbari. Behavioral performance if you have a religious origin, will have adverse effects for organizations. This approach is based on the premise that humans cannot do without a thought and ideals and faith have a healthy life and to do something useful and productive for humanity and human civilization. Therefore, religious faith that argues moral values credibility and cause social unity. Herbert in societies where religious traditions are influential and pervasive religion of a new era of inclusive and effective to create that even those who have weak religious commitment of the new era are affected. Religions of the two organizations will help to conduct the one in the field of cognitive and other areas in the field of infrastructure. In the field of knowledge insight and

attitude toward religion enrichment work, officials, people, rights and duties, staff raise from within. In this case, the staff of God's flavor and prevents the behavior that is detrimental to the organization. On the other hand employees are religious vision with intelligent behavior as well that the balance between extra-role behavior and the role of compliance as they meet the interests of the organization. Religion achievements in the field of infrastructure, motivate more employees to appropriate behavior in organizations. On this basis behavioral performance inspired by religious organizations to advance on the path to perfection is primarily staff and secondly, will further enhance the efficiency and effectiveness of the organization because there are employees who are loyal to God and know the functions and responsibilities entrusted to God and the rights and duties are familiar with their work, organizations are in full bloom.

### CONCLUSION

According to the results suggest that people with knowledge of the religion as well as the possibility of classifying subjects in the field of behavioral performance, especially in organizations is provided. The results emphasize the relevance of religion in all aspects of behavioral performance. However, this study has some limitations such as small sample size, conservatism in providing accurate information by individuals and sampling method that allows extrapolation difficult, faced. Therefore, it is suggested that future studies using random sampling method and sample selection with larger volumes increase the possibility of generalizing the results.

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