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INTERMEDIARY ROLE OF CULTURAL IDENTITY IN THE RELATIONSHIP BETWEEN WORK-FAMILY CONFLICT AND DEVIANCE FROM THE WORK OF SCHOOL ADMINISTRATORS IN GERMI, IRAN

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Abstract: The crisis of cultural identity means the disconnection and alienation of human beings from the cultural origins and roots in which they live and intermingle with it and need to adhere to other cultural origins, which appear in the form of oblivion or making the individual culture and customs invaluable and neglecting them. The present study is an applied study in terms of objective and is a descriptive-applied study in terms of method, which aimed to investigate the role of cultural identity in the relationship between work-family conflict and deviance from the work in school administrators in Germy, Iran. To collect data, library and questionnaire method was used. The statistical population of this study included 592 students in Germy, which were sampled as 202 samples based on the Hooman method, through random sampling method. To investigate the research hypotheses and analyze the data, descriptive and inferential statistics were used with SPSS and Amos software. Considering the results, it was observed that cultural identity in the relationship between work-family conflict and deviation from the work in managers has a mediator role. Evaluating sub-assumptions showed a reverse and significant relationship between work-family conflict and cultural identity, moreover, a reverse and significant relationship was found between cultural identity and deviation from the work of directors, and ultimately, a meaningful difference was observed between work-family conflict and deviation from work.

Keywords: cultural identity, work-family conflict, deviance from work, Germy schools

1. INTRODUCTION

Career life and family life are considered as two inseparable parts of the life of most people in the society. Since the success of people is to succeed in pursuing their goals in these two areas of life. These divisions can have mutual effects (Wong and Chan, 2012). Although it is anticipated that people will balance their working lives and family, many organizational behavioral experts believe that the effects of a heavy work and an imbalance between the personal work and life of individuals and their adverse effects on the quality of life created a set of factors that mutually reinforce each other. Consequently, the living and health conditions of humans and communities are at risk, so that the imbalance between work and life is one of the greatest challenges of the recent century (Neli et al., 2015).) On the other hand, one of the stressors in work environments is conflict. In organizations, if conflicts are not well managed, they have many harmful consequences, including increasing the dissatisfaction of individuals, disconnecting the links and affiliations of the members of the group and removing the groups, reducing the effectiveness of the group, and stopping the operations of the group in extreme cases (Robbins, Parsaiyan and Arabi translation, 2016). Therefore, we decided to examine the intermediary role of cultural identity in the relationship between work-family conflict and deviance from the work of school administrators in Germei.

2. FAMILY-CAREER CONFLICT

Different types of conflict are described according to the behavior, time and amount of created stress:

Time-based conflict: It is related to the length of time a person has to do the tasks related to his or her occupation (for example, working late on holidays to complete a project that is likely to interfere with the time a person can spend with the family).

Stress-based conflict: occurs when the psychological stresses interact with the ability of an individual to effectively perform tasks related to another's role (for example, when an employee cannot focus on his work since he/ she is worried about a sick child).

Behavior-based conflict: refers to the behavioral needs of each role that is considered incompatible with

another role (for example, a high-level banking executive is expected to be hard at work, while kind and considerate with his wife) (Carlson et al., 2000).

3. CULTURAL IDENTITY

Conceptual definition: According to Rask, cultural identity involves cultural dimensions, cultural acceptance, cultural perception and cultural affiliation.

Cultural admissibility: it is the level of popularity and admission of cultural elements among the citizens

Cultural acceptance: is the satisfaction of components and elements of culture that can lead to the observance of norms and rules.

Cultural perception: is way of understanding the culture of people

Cultural affiliation: is the feeling of belonging to the system of beliefs, notions, norms, and values of society (Nasirian, 2012).

Employee's deviation from work

Robinson & Bennett (1995) defines employee's deviation as an optional behavior that violates important organizational norms and it threatens the goodness of an organization or its members or both. Work deviation has the following dimensions:

(A) Deviation in production or producing: Small organizational deviation that is resolved soon. Such as excessive damage, waste of resources, intentional slow working, and Internet roaming.

(B) Deviation in assets: organizational or critical diversion: the destruction of equipment, lying about working hours, stealing from the organization and . . .

(C) Political deviation: small interpersonal deviations, such as gossip about colleagues, reproach and blaming the colleagues.

(D) Personal aggression: Serious interpersonal divergence, such as insulting and endangering colleagues (Robinson & Bennett, 1995).

4. ASSUMPTIONS

1. There is a significant relationship between work-family conflict and deviation from work.
2. There is a significant relationship between work-family conflict and cultural identity.
3. There is a significant relationship between cultural identity and deviation from work.

5. METHODOLOGY

Data collection was done using a questionnaire and library method. The statistical population of this study included 592 students and headmasters in Geremi, which according to the Hooman method, were sampled as 202 samples through random sampling method. Descriptive and inferential statistics were used to analyze the research hypotheses and the data using SPSS and Amos software.

First hypothesis: There is a significant relationship between work-family conflict and job deviation.

According to the results of Chart 1 and Chart 2, it can be concluded that the variable path coefficient of work-family conflict in relation to deviation from work in both graphs is significant. Moreover, Based on

Table 1: Significance of path analysis coefficients in general status with intermediary role of cultural identity after model arrangement

impact	regression coefficient	S. E	Critical ratio (C. R)	PVALUE	result
Conflict of Work-Family <--- Cultural Identity	-0.22	0.172	-2.763	0.006	approval
Work-family conflict <--- deviation from work	0.53	0.089	5.302	***	approval
Cultural identity <--- deviation from work	-0.225	0.029	-3.209	0.001	approval

*** Significance level less than 0.001

Based on the results of the above table, the path analysis coefficients for all variables were significant ($P < 0.05$).

Table 2: Significance of path analysis coefficients in general without intermediary role of cultural identity after model arrangement

impact	regression coefficient	S. E	Critical ratio (C. R)	PVALUE	result
Conflict of Work-Family <--- Cultural Identity	-0.248	0.171	-3.122	0.002	approval
Work-family conflict <--- deviation from work	0.589	0.093	5.571	***	approval
Cultural identity <--- deviation from work	-	-	-	-	-

*** Significance level less than 0.001

Second hypothesis: There is a significant relationship between work-family conflict and cultural identity.

Based on the results of Chart 1 and Chart 2, it can be concluded that the variable coefficient of work-family conflict in impact on cultural identity in both graphs is negative and significant. Moreover, according to Tables 1 and 2, the regression coefficient of this path

Tables 1 and 2, the coefficient of regression of this path was significant regarding the obtained significant level that was less than 0.001. As mentioned earlier, it is concluded that the first sub-hypothesis is approved "There is a significant relationship between work-family conflict and deviation from work" and it can be concluded that increased work-family conflict reduces the deviations from work.

Diagram 1: Standard coefficients of path analysis for conceptual model with intermediary role of cultural identities after model arrangement

Diagram 2: Path charts with standard coefficients of path analysis for a conceptual model without the intermediary role of cultural identity after model arrangement

was significant in terms of the significance level which was less than 0.05 (-0.22 and -0.248, respectively). According to the mentioned points, it is concluded that the second hypothesis, namely, "there is a significant relationship between work-family conflict and cultural identity," is approved. Consequently, with the reduction of work-family conflict, the cultural identity also increases.

Third sub-hypothesis: There is a significant relationship between cultural identity and deviation from work.

According to the results of Chart 1, it can be concluded that the variable path coefficient of cultural identity in relation to deviation from work is significant. Moreover, according to Table 1, the regression coefficient of this route (-0.225) was significant with respect to the obtained significant level which was less than 0.05 (0.001). Based on the mentioned points, it is concluded that the third sub-hypothesis is approved that is, "there is a significant relationship between cultural identity and deviation from work", furthermore, by increasing the cultural identity, the deviation from work will decrease in school administrators.

6. DISCUSSION AND CONCLUSION

The results of the first sub-hypothesis test showed that the path coefficient of work-family conflict variable in relation to deviation from work in both graphs is significant. Moreover, the regression coefficient of this path was significant in terms of the significance level which was less than 0.5. Based on the mentioned

results, it is concluded that the increase in work-family conflict reduces the deviation from work.

The results of the second sub-test showed that the path coefficient of work-family conflict in impact on cultural identity in both graphs is significant, moreover, the negative regression coefficient of this path is obtained based on the significant level which is less than 0.001. Based on the mentioned points, it is concluded that as the work-family conflict increases, the cultural identity is also reduced in the managers.

The third sub-hypothesis test showed that the path coefficient of cultural identity variable in relation to deviation from work was negative and significant, and the regression coefficient of this path was significant in terms of the significant level which was less than 0.05. Based on the abovementioned points, it is concluded that by increasing the cultural identity of school administrators, the deviation from work is decreased in them.

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