

Identifying and Explaining the Factors Affecting the employee voice behavior in Universities

Mohammadfaegh Mohammadi *
Siroos Ghanbari **

Introduction

Employee engagement and collaboration in the organization is one of the most important development and productivity strategies. Attention to their views and opinions related to the organization and work processes can guarantee survival and progress and achieve the goals of organizations.

Method

The purpose of this study was identifying and Explanation the factors that affecting the employee voice behavior in the universities. The research method is exploratory mix method. The statistical population consisted of all employees in Kermanshah, Hamedan and Kurdistan universities (1585 person). In the qualitative section, 41 employees participated in interviews according to purposeful and based on theoretical saturation. In the quantitative section, based on the Krejcie and Morgan table, and simple random method 310 persons were selected as a sample. The instrument in the qualitative section semi-structured interview and in the quantitative part researcher's questionnaire was used. for data analysis use of the exploratory factor analysis to identify the infrastructure factors of employee participation in voice behavior, then a confirmatory factor analysis was used to determine the power of model factors.

Results

In the qualitative section, indicators affecting voice behavior were categorized into 52 main items. Results of Exploratory Factor Analysis in quantitative research section was formed in 9 infrastructure factors that

* Graduate Doctorate of Educational Administration from Bu-Ali Sina university, Hamadan, Iran.

** Associate Professor of Educational Administration, Faculty of Humanities, Bu-Ali Sina University, Hamadan, Iran. *Corresponding Author:* siroosghanbari@yahoo.com

affecting voice behavior, including: organizational climate, management and leadership styles, organizational culture, feedback and evaluation strategies, embracing change and technology, personal and professional characteristics, teamwork and interaction, adherence to organizational roles and goals, job and organizational proportion. Also in the confirmatory factor analysis section the model of association of factors with voice behavior was well-fitted, that indicating the appropriateness of the factors in the development of voice behavior.

Discussion

Based on the findings, the development of employee voice requires recognition of several factors includes individual, managerial and organizational variables, to enhance the employee voice and collaboration context between different levels of the organization.

Keywords: employee voice behavior, organizational participation, personality traits, leadership and management styles

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