

The Relationship between Organizational Values and Charismatic Leadership with Social Responsibility and Job Performance: Investigating the Role of Mediating Role of Organizational Commitment

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Introduction

Nurses are one of the largest groups of health care providers and their performance is defined as an effective activity with direct patient care. Nursing profession needs proper performance, providing necessary services to the beneficiaries and social responsibility is one of the main duties of nurses. Therefore, the aim of this research is to analyze the role of organizational values and charismatic leadership with the mediation of organizational commitment on social responsibility and job performance of nurses.

Method

In terms of purpose, this research is applied and in terms of the nature of the collected data, it is quantitative with a correlational approach based on structural equation modeling. The statistical population of the research includes all the nurses of Seyed Al Hospital in Urmia city, with 265 people, using Karjesi and Morgan table, 155 people were selected as a statistical sample using stratified random sampling. To collect data, questionnaires of organizational values Cameron and Quinn (1999), charismatic leadership and Bass (2002), organizational commitment Porter and others (1983), job performance Peterson (2010) and social responsibility Carroll (2010) were used.

Results

After checking the content validity of the questionnaires, Cronbach's alpha was used to evaluate the reliability of the research tools and the

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reliability of the organizational values questionnaire (0.89), the charismatic leadership questionnaire (0.91), the organizational commitment questionnaire (0.89), the questionnaire Job performance (0.97) and social responsibility questionnaire (0.89) were calculated. Descriptive and inferential data analysis was done using SPSS24 and PLS3 software. The result of data analysis showed that organizational values and charismatic leadership had a positive and significant effect on organizational commitment, social responsibility and job performance ($p < 0.05$) and organizational commitment in relation to organizational values and charismatic leadership has a positive and significant role as a mediator with social responsibility and job performance ($p < 0.05$).

Discussion

According to the results obtained regarding the effect of variables, hospital managers should take appropriate measures to create a friendly and favorable atmosphere in the hospital in order to increase the sense of attachment and commitment of nurses. Also, in order to improve the psychological level of nurses based on individual identity, self-efficacy and responsible attitude towards the organization, special programs should be developed and implemented, and with effective leadership, the field of creating social responsibility in the organization should be provided. Managers should trust their nurses and employees and involve them in various activities and seek their opinion.

Keywords: Organizational Values, Charismatic Leadership, Organizational Commitment, Social Responsibility, Job Performance.

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