The effect of job characteristics, tensions and organizational activities on perceived organizational support.

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Abstract

The purpose of this study was to evaluate the effect of job characteristics stress is perceived organizational support and organizational activities. The method used in this survey is applied and the nature of descriptive type survey. The population studied in this research all government employees, contract and contract of Industry, Mine and Trade province (city of Khorramabad) in 1393 in the form that they are working 168 persons. Of the population based on a sample of 117 was selected Cochran formula. To select the sample, a simple random sampling were available. To collect standardized questionnaire Allen et al. (2008) were used. To determine the reliability of the questionnaire, Cronbach's alpha coefficient was calculated to 0.880, which shows the reliability is acceptable. The data analysis software by Smart pls path analysis test was used. The results showed that job characteristics on perceived organizational support (0.368 **) and has a direct positive impact. The tensions between perceived organizational support (** 0.312-) and reverse the negative impact of perceived organizational support and organizational activities (** .370) also has direct impact.

Keywords

Job characteristics, organizational support, perceived stress of job, organizational activities

Introduction

Human resources as the most valuable asset of any organization today is facing many issues of psychology and management specialists on factors may cause an increase or decrease staffing performance focus They are trying to identify the factors necessary measures to improve the positive impact and reduce Understand the effect of organizational variables affecting long consequences for the organization's staff, managers will be important, in the same way, changing

the perceived organizational support that much research has been entered. Perceived organizational support staff Bavrmvmy reflection about the work they were valued (Barati et al., 1390, 26). In this article, we will first describe the problem and the need and importance of research objectives and hypotheses suggest will then proceed to the definitions and conceptual Operational research, and at the end of the first chapter territory will matter when and where the research will be presented.

Statement of the problem

After forming Stock Exchange market in Iran, this market has become increasingly important, and two streams have led to the continuous increase in the listed companies. A stream is related to non-member private companies, which for access to this capital market seek immediate acceptable management and financial reporting standards to achieve acceptance in the Stock Exchange, and the other stream is related to government policy in recent years, namely privatization, which is trying to reduce the government management responsibility, and by the transfer of state-owned enterprises to the private sector is trying to create economic incentives and attract management and technology resources of private sector and extend the property of the shareholders, and reduce huge debts of public sector. On the other hand, investors using stocks purchase are seeking higher returns from their investment opportunities. In this context, the main factor for the transfer of capital is the price of the securities offered. In fact, this question is that "the process of formation of share prices in the stock exchange market follows from what model"?In financial theories, a number of different approaches have been proposed for the pricing of stocks, in the meantime, models of book value, intrinsic value of the stock, the stock value of the coefficient, the value of the shares using retained earnings per share and shortfall in tax reserves per share, the value of the shares by using capital adjusted for the exchange rates, the capital adjusted method for inflation have stronger fundamentals (Mehrani et al., 2010).

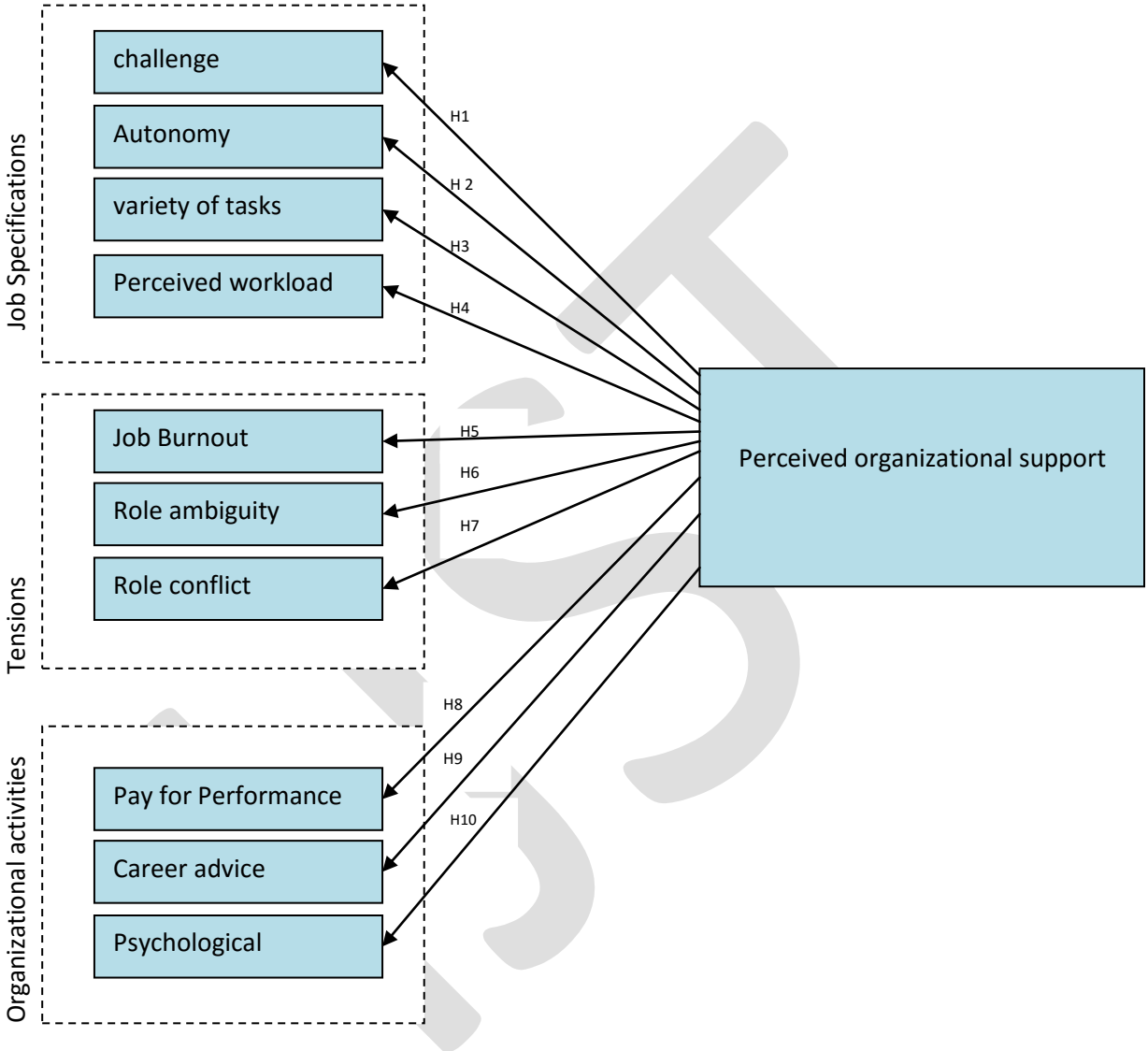
The importance of the issue

Portfolio management is done in order to achieve the investment objectives in the pursuit of profit and risk management. Often an investor wants to achieve the highest efficiency at the lowest possible level of risk. Other restrictions may also be in acertain investment. A collection of market constraints and preferences of investors, together with the expected return and risk of assets are determining strategy used by financial managers (Torovibanoo, 2008).In general, two different infrastructural approaches which are used for management of assets and to achieve the expected return and risk of investors are as follows: Active management of the portfolio and passive portfolio management (Bizley and Miad, 2003)

The results of hypothesis tests

To test the equality of two populations mean (average price of shares in Tehran Stock Exchange with the price obtained from the use of the 6 proposed models), it is necessary that first test of two populations variance be examined.

In other words, the test of equality of variances is prior to the equality of means test:



Conceptual model-4-2figure

The first hypothesis

Stocks price in Tehran Stock Exchange has significantly difference with the price obtained from using the book value model of stocks.

Normal of path	(p)	(t)	path
ok	0.368**	4.464	Job Specifications← Perceived organizational support
ok	0.211*	2.013	challenge←Perceived organizational support
ok	0.271**	2.721	Perceived organizational support← Autonomy
ok	0.42**	5.304	Perceived organizational support← variety of tasks
ok	0.37**	3.723	Perceived organizational support← Job Burnout

Investigation and Comparison of the models power to predict stock prices

In Table 4.10, the mean error of the model is presented to predict the stock price. To compare the ability (prediction error) of the desired models, the compare mean test of populations (statistics F) is used. The results of these tests are presented in Table 4-10.In test of F, hypotheses H0 and H1 are as follows:

H0: Mean accuracy of forecasting models to stock prices have not significant differences with each other.

H1: Mean accuracy of forecasting models to stock prices have significant differences with each other.

Table 9-1:Comparison ofprediction power of different models

Models to predict stock prices		**Mean error**
Stock price based on book value model	P_1	-0.0931
Stock price based on the the intrinsic value of stock	P_2	-0.1098
Stock price based on the value of the stocks using stock index	P_3	-0.0889
Stock price based on the value of the stocksmodel per share andShortfall in tax reserves per share	P_4	0.1087
Stock price based on the value of the stock using the adjusted capital for exchange rate	P_5	0.11982
Stock price based on the The value of the stock using adjusted capital for inflation rate	P_6	-0.0992

F statistics	121/10
Significant (P-Value)	0032/0

According to Table (9-1), the results of the F test to compare the mean error (precision) of predicting the six models have been proposed, these results suggest that, at 95% confidence level, the mean accuracy error of the six models have significant differences with each other, because the values of the statistic F of this test is greater than the minimum acceptable value for the 95% confidence level.As a result, at the level of acceptable error of 5%, Statistical hypothesis about having significant differences among the mean accuracy (error) of prediction of six models is not rejected, and H1 hypothesis is approved that based on it, the mean error (precision) of prediction of six models to predict stock price have significant differences with each other.On the other hand, according to the absolute value of the mean error of the mentioned models, it can be concluded that, the stocks price based on the stock value model using adjusted method for the exchange rate (the fifth model) has maximum error (0.11982), and the stock price model based on the value of the stock model using stock index (the third model) has the lowest error (0.0889) to predict the stock price.

Recommendations based on the findings

- According to the results of the first or sixth hypothesis of this study, which show that each of the six models: book value, intrinsic value of stocks, value stocks using stock index, the value of the shares using retained earnings per share and shortfall in tax reserves per share, stocks value by using adjusted capital method for exchange rates, stocks value using adjusted capital method for inflation rates, has ability to efficiently predict the stock price of the Tehran Stock Exchange,we suggested to capital market participants, decision-makers, financial analysts and potential and the actualinvestors ofstock exchange thatmentioned models are also used alongwith other pricing stocks modelsin the analysis of investment projects, and their management in financial assets and securities with other pricing stocks models.
- According to the results of the first or sixth hypothesis of this study, which show that of the six models, the value of the stock model using stock index (third model) has the lowest prediction error for stock price, we suggested to capital market participants, decision-makers, financial analysts and potential and the actualinvestors ofstock exchange thatmentioned models are also used alongwith other pricing stocks models in the analysis of investment projects, and their management in financial assets and securities with other pricing stocks models.Because, the use of this model has led to the selection of the optimal portfolio with minimum risk and maximum efficiency, while the transparency of the decision-making environment and the results will be doubled.

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