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# Identification of Factors Affecting Organizational Behavior with Islamic Approach

Mojtaba Rafiei[a], Akbar Bahmani[b]

[a]*PhD Student of Public administration, Payame Noor University ,Tehran , Iran*
*Corresponding author*
[b]*assistant professor of Public administration, Payame Noor University ,Tehran , Iran*

## Abstract

The main purpose of this paper is to develop a model for the behavior of the Islamic system's agents. The method of this research is based on the purpose of the research type and is based on the method of data collection as a descriptive-survey method. Based on this, firstly, the prospects and issues related to the factors and components of organizational behavior of brokers, as well as similar studies and studies, have been studied on the subject of the research. Then, using field studies, the hypothesis has been explained in accordance with the title and the purpose of the research was designed. The statistical population consisted of 5 ministries of ministry of science, welfare, sports, education and guidance, and their comments were used to complete the questionnaire. The main instrument for collecting data is a questionnaire in this research. Validity was confirmed through content validity and reliability of the questionnaire by Cronbach's alpha of 0.92. For statistical analysis, Lisrel software was used. The research findings confirm the initial model of research. Accordingly, the behavior of the Islamic system's agents was classified into three levels: individual, group, and organizational, and indicators for each level were presented. Based on the findings, the research hypotheses were confirmed.

**Keywords:** Islamic System Brokers, Individual Behavior, Group Behavior, Organizational Behavior

## Introduction:

An important part of the humanities finds close contact with religion, with the provision of scholarship and specific theories that are in line with the worldview, it affects the humanities, and the same sciences, in turn, provide principles and rules to applied sciences. Gives the most important effect that applied sciences accepts from religion is the effect of its value system, which influences the behavioral system and practical methods and goals (Yazdi, 1999). According to this article, as well as the claim that the experts of management as a branch of the human sciences are undoubtedly a valuable category, and according to the relevant scholars, management is as a science that is not worthless but rooted in beliefs and values (Deal & Kenedy, 1998). Since the actual realization of the Islamic state is an emerging

phenomenon and there is no deep study and research on organizational behavior from the point of view of Islam, and unfortunately, more than three decades after the Islamic Revolution, there are still some instances where formal education of management more directly transmits western concepts It refers less to Islamic foundations and values. Therefore, this issue is of particular importance to our Islamic society, and it is left to the compassionate and committed scholars of Islam, who have used all their efforts to present a suitable pattern in order to Organization of the affairs of organizations can be in the pursuit of the Transitional Objectives of the Islamic State It is hoped that this Bobby Conquest study will identify the factors and dimensions of organizational behavior with the Islamic approach in the organization and how to create and develop it. Given this importance and the lack of research and studies on the Islamic organizational behavior within the country, its implementation is of great importance to society. In this regard, this research seeks to answer the following question: What is the proper pattern of organizational behavior of the system's agents with the Islamic approach?

### *Theoretical Foundations*

"Organizational Behavior is an instrumental scientific-practical tool for better understanding of individuals and, consequently, their better management in an individual, group, and organizational environment." (Cretiner, 1995) The organizational behavior of science is the study and application of knowledge about how people, individuals and groups are treated in organizations. This is done with a system approach. It describes relations between people and organizations in relation to all individuals, groups, organizations and social systems and aims at achieving organizational and social human goals by building better relationships (Robbins, 8: 2012). The organizational behavior of science is the study and application of knowledge about how people, individuals and groups are treated in organizations. This is done with a system approach. It describes relations between people and organizations in relation to all individuals, groups, organizations and social systems and aims at achieving organizational and social human goals by building better relationships (Boroumand, 2012). Organizational Behavior The science of studying human behavior in the organization, the person's dream and organization are finally the study of the organization (Griffin, 2011: 7). Organizational Behavior Management is an attempt to find a comprehensive understanding of the behavior in organizational environments through systematic study of the individual, group, and organizational processes in such a way that organizational effectiveness and employee welfare can be achieved simultaneously. (Moshabaki, 2008: 3) "Organizational behavior is the attitude and behavior of humans in an organization's environment that is most visible and objective" (ibid, 2009: 4).

Raei (2011) believes that Islam has considered several types of behavioral harm to the brokers, and these can be dealt with in two parts: ethics of governance and personality ethics. The unique feature of the school of Islam is that the above mentioned injuries Accordingly, the solutions presented in this school are more than the external, internal and relying on virtue and the meaning that the nobility is God.

Yaghoubzadeh (2010) believes that responsibility in the eyes of Islam is in the form of a gift from God, so that for a certain period of time they can act as the executor or the trustee for the agents, and from this point of view, this trust should be given to his people because what It promotes the proper flow of affairs and the success of the work that is to be considered as a managerial business on the one hand, and on the other hand to be a competent and capable agent, and the ultimate goal of this kind of management is the material and spiritual prosperity of all people.

Sharifi (2010) considers factors influencing the efficiency of government in Alawi's soul to emphasize two factors of piety and fair distribution of power within the framework of the law. Therefore, the basis of any management is not inherent in value, and the attitude of managers should be such that it is suitable as a functional instrument for the implementation Justice and divine rules.

Ghouchani (1995) describes the qualities of key officials in accordance with the description of the promise of Imam Ali (as) to Malek Ashtar in three parts with positive characteristics, lack of negative attributes and having spiritual qualities. According to him, the positive attributes of the authorities Includes piety, honesty, family genuineness, good record, kindness with the people, and ending up. Negative features that should be avoided by authorities include flattery, drunkenness and pride in power, inability to contract, and neglect of the letter. Knows also the spiritual qualities that managers must possess, including the victim's abandonment, the use of physical force in the cause of God, Says best of all to God and the attention it attaches.

Zakeri (2009) divides the necessary attributes of the Islamic Republic's officials into three parts of the fundamental principles, individual and social conduct of the authorities and moral damages. He is part of the basic principles of the qualifications of the administrators regarding the cultivation and self-perfection of the soul and the losses of non-refinement of soul, faith, virtue and justice is debating. In matters related to personal and social conduct, officials also point to cases such as confessions, misplacedness, simplicity, service, and self-esteem, as well as in the moral damages of officials to differences, flattery, greed, bullying, power and lack of work.

Ahmadian (2001) has examined the concept of brokers from the viewpoint of Imam Ali (AS). He describes the qualifications and conditions of the brokers as being trusted, advocating for standards, preserving hobbies, family gentleness, aptitudes and expertise and love for work. The way dealers deal with people should be combined with good temper, covering defects, establishing justice and securing people, establishing security and peace for the people, and communicating without intermediaries.

Habibi Tabar (2001) has examined the conditions and attributes of the country's major managers based on Islam's view on three levels of limited management, extensive management, and macro management. According to them, median should have features such as passing, dignity, avoidance of pride and selfishness, patience and lack of words. On a wide-ranging level, managers must have the characteristics of awareness, assignment of minor affairs, encouragement of subordinates, use of goodness, consultation and consideration of minor issues. At the macro level, according to Islam, a manager must have attributes such as piety, passing a limited management period, paying attention to quality, consulting, unity of leadership, leveling with the lowest parts of society, adequacy, justice, overseeing affairs, and so on.

### *Research Methodology*

Each conceptual model is the basis for studies and research in such a way as to determine the variables desired by the research and the relationships between them. In other words, ideally, the conceptual model, the mental map and analytical tool, is a strategy for starting and conducting research, so that during the implementation of the research, it is expected that the variables, relationships and interactions between them are examined and tested. They have been adjusted in terms of necessity and some factors have been added to them. The researcher studied the dimensions of the components by studying the research literature, and by receiving the opinions of the relevant experts, a multidimensional model of organizational behavior of the agents of the Islamic system was developed. According to the materials mentioned in the theoretical part of the research, the organizational behavior of brokers is measured using factors of factors affecting the individual behavior of the agents, factors affecting the group behavior of the agents and factors affecting the behavior of the brokers. Accordingly, the following pattern is developed and presented:

The method of this research is based on the purpose of the research type and is based on the method of data collection as a descriptive method from the survey branch. On the basis of this, first, the aspects and issues related to the factors and components of the organizational behavior of the brokers, as well as

similar studies and studies, are investigated in relation to the subject matter of the research. Then, using field studies, the hypothesis has been explained in accordance with the title and the purpose of the research was designed.

The research hypotheses are as follows:

The first hypothesis of this research suggests that job satisfaction among the components of effective and effective indicators affecting the individual behavior of the system's agents with an Islamic approach is in a desirable situation.
The second hypothesis of the research: Attitude among the components of effective and effective indicators affecting the behavior of the system's agents with the Islamic approach is in a favorable situation.
The third hypothesis of the research: Perception among the components of effective and important indicators affecting the behavior of the system's agents with the Islamic approach is in a desirable situation.

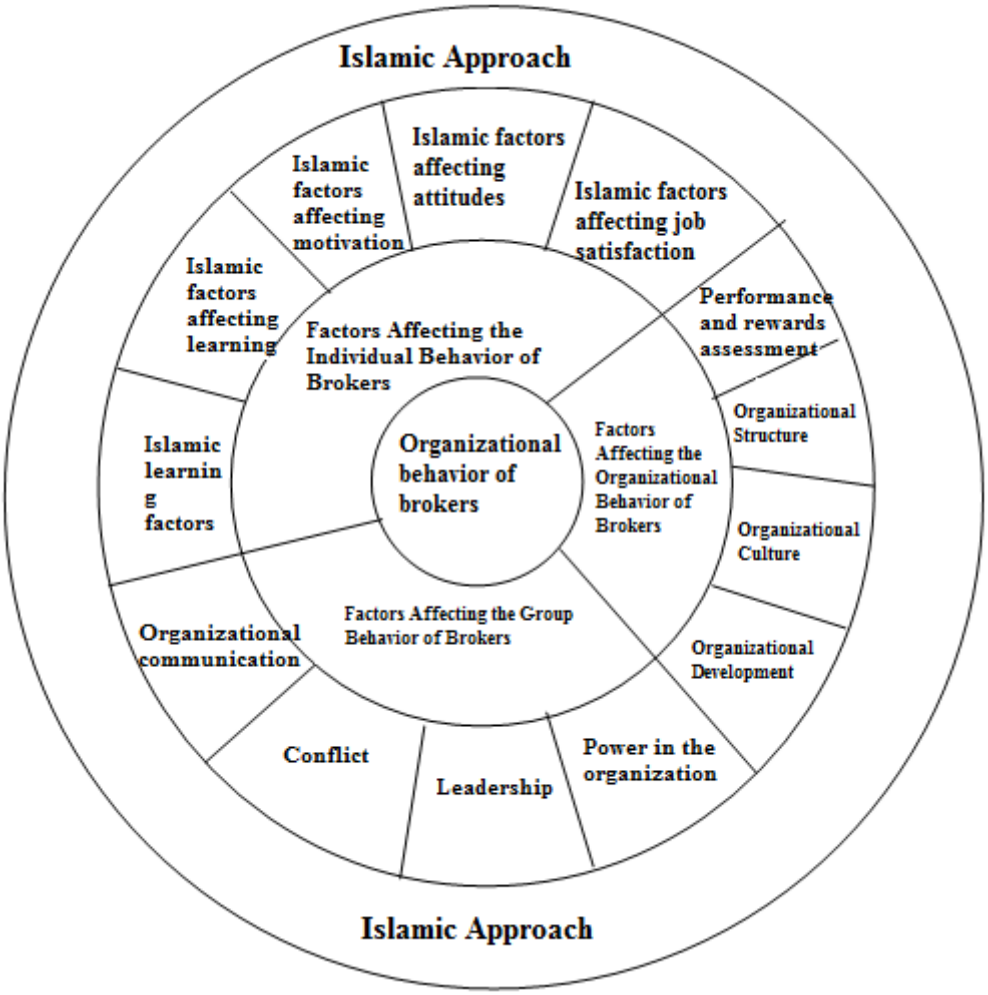



**Figure 1. Conceptual model of research**

Fourth hypothesis of research: Motivation among the components of effective and important indicators affecting the behavior of agents of the system with the Islamic approach is in a desirable situation.
Fifth hypothesis of research: organizational development is among the components of effective and effective indicators affecting the behavior of the system's agents with an Islamic approach.
Sixth hypothesis of the research: Learning among the components of the effective and effective indicators affecting the behavior of the agents of the system with the Islamic approach is in a desirable situation.
Seventh hypothesis of research: Organizational and group communication among the components of effective and effective indicators affecting the behavior of the system's agents with the Islamic approach is in a desirable situation.
Eighth hypothesis of the study: The conflict among the components of the effective and important indicators affecting the behavior of the agents of the system with the Islamic approach is in a favorable situation.

Ninth hypothesis of research: Power in the organization is among the components of the effective and effective indicators affecting the behavior of the agents of the system with the Islamic approach in a favorable situation.
Tenth hypothesis of research: Leadership is among the key components of effective and effective factors affecting the behavior of agents of the system with an Islamic approach.
Eleventh hypothesis of research: Organizational culture is among the components of the effective and effective indicators that affect the behavior of the system's agents with the Islamic approach in a desirable situation.
Twelfth hypothesis of research: evaluation of performance and reward among the components of effective and effective indicators affecting the behavior of agents of the system with the Islamic approach is in a favorable situation.
Thirteenth Research Hypothesis: Organizational structure is in a desirable situation among the components of effective and effective indicators affecting the behavior of the system's agents with the Islamic approach.

The statistical population consisted of 5 ministries of science, welfare, sports, education and guidance, which were used to complete the questionnaire. Accordingly, according to the characteristics of the statistical society in which, given the unlimited number of employees and experts, the Cochran formula was used in unlimited volumes at the error level of 0.06, of which 267 were obtained, 300 questionnaires were distributed. A total of 289 questionnaires were correctly obtained by the researcher, and a final analysis was made on this number. The main instrument for collecting data is a questionnaire in this research. Through the interview, the researcher identified the dimensions and main indicators of the organizational behavior of the Islamic system's agents. And in the questionnaire stage, the final model is confirmed.

The structure of the completed questionnaire is as follows.

**Categorization questions of questionnaire**

| Component | Sub-indicators | Question | Number of questions |
|---|---|---|---|
| Main Indicators Affecting Individual Behavior | Job Satisfaction | 1 to 13 | 13 |
| | Attitude | 14 to 24 | 11 |
| | Perception | 25 to 33 | 9 |
| | Motivation | 34 to 44 | 11 |
| | Learning | 45 to 52 | 8 |
| Main Indicators Affecting Group Behavior | Organizational and group communication | 1 to 9 | 9 |
| | Conflict | 10 to 22 | 13 |

| | | | |
|---|---|---|---|
| | Power in the organization | 23 to 34 | 12 |
| | Leadership | 35 to 52 | 22 |
| | | 53 to 56 | |
| Main Indicators Affecting Organizational Behavior | Organizational Culture | 1 to 13 | 13 |
| | Performance appraisal and rewards | 14 to 25 | 12 |
| | Organizational structure | 26 to 36 | 11 |
| | Organizational development | 37 to 52 | 16 |
| Total Questions: 160 Questions | | | |

Validity of the completed questionnaire is content validity. Content validity is a kind of credit used to check the components of a measuring instrument. The content validity of a test is usually determined by those skilled in the subject (Sarrmad et al., 2005). Content validity of this questionnaire was reviewed and approved by the supervisor and consultant and experts familiar with the subject. On the other hand, the construct validity has been tested by a confirmatory factor analysis test, which confirmed the validity of the structure. The KMO index and the Bartlett test have been used. According to these two tests, the data are suitable for factor analysis, with a KMO index of more than (0.6) and close to one and a sig Bartlett test less than (0.05).

**KMO and Bartlett test for the main indicators that affect the dimensions of research in the third stage of exploratory analysis**

| Dimensions | | Individual behavior | Group behavior | Organizational behavior |
|---|---|---|---|---|
| KMO test | | 0.798 | 0.801 | 0.774 |
| Bartlett Test | $\chi 2$ | 2754.641 | 2754.647 | 1347.647 |
| | Degrees of freedom | 1167 | 1213 | 1098 |
| | Sig | 0.000 | 0.000 | 0.000 |

Considering that the results of the KMO and Bartlett tests recognize the data obtained from the questionnaire for factor analysis, they are sufficient and appropriate, so exploratory analysis can be done on the questionnaire questions. After three exploratory analyzes, a number of questions were removed and the remaining questions remained in the research model. To assess the reliability of the questionnaire, Cronbach's alpha was used. In this study, the Cronbach's alpha coefficient, which was calculated using Spss software, was 0.920, which indicated high reliability of the questionnaire. Considering that the required reliability coefficient of 0.7 is recommended, it can be concluded that the questionnaire has a good reliability. Also, in the table below, the Cronbach alphabet is presented for each questionnaire:

**Table (3-19): The reliability questionnaire table**

| Area | Dimensions | Cronbach's alpha |
|---|---|---|
| Main Indicators Affecting Individual Behavior | Job Satisfaction | 0.914 |
| | Attitude | 0.916 |
| | Perception | 0.917 |
| | Motivation | 0.913 |
| | Learning | 0.913 |
| Main Indicators Affecting Group Behavior | Organizational and group communication | 0.914 |
| | Conflict | 0.911 |
| | Power in the organization | 0.915 |
| | Leadership | 0.915 |
| Main Indicators Affecting Organizational Behavior | Organizational Culture | 0.912 |
| | Performance appraisal and rewards | 0.914 |
| | Organizational structure | 0.917 |
| | Organizational development | 0.918 |

***Test of research hypotheses***

In this stage of the research, using the descriptive statistics for the questionnaire questions, the extent of the consent of the respondents is evaluated with the variables of the research. In Table 4-6, the descriptive statistics of the research variables are shown.

***Fit the structural pattern***

In the evaluation of the model measurement section, we examine the relationships between the underlying variables (internal and external) and the obvious variables (models) of the model. The purpose here is to determine the validity or validity of the indicators used. To evaluate the validity and reliability of the model, we consider the t-value of the paths between each of the latent variables and its related indexes. After ensuring the validity and reliability of each dimension, the standard estimation coefficients are used to show the effect of each of the indicators on the relevant variable as well as the fitness index table to reveal whether the data have the required adequacy with the model is presented. In order to investigate the reliability and validity of exogenous variables, a second order factor analysis was used. Based on the results of the first-order factor analysis shown in Figures (4-5) and (4-6), all the parameters of the model

are significant. This means that the correlation between the dimensions of the variables is significant and the correlation between the questions and the factors has reached a meaningful level.

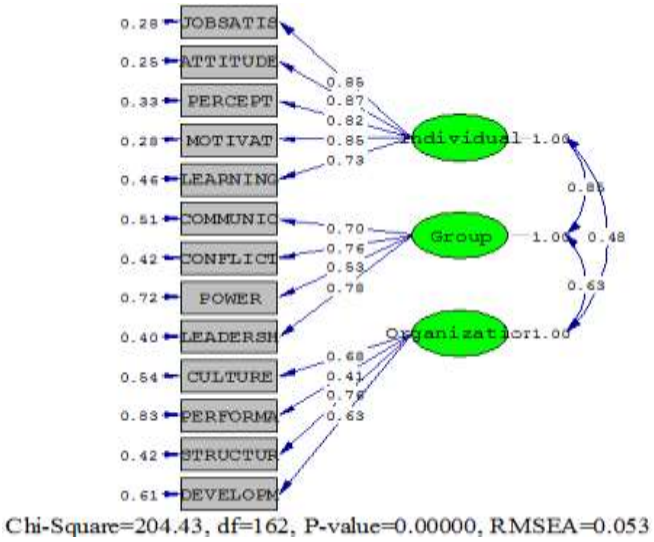



**Diagram 4-5 - Model fitting diagram in standard mode**

**Table 4-6. Descriptive statistics of the research variables**

| Variable | Number | Minimum | Maximum | Average | Standard deviation |
|---|---|---|---|---|---|
| Job satisfaction | 267 | 1.00 | 5.00 | 3.5590 | 0.87361 |
| Attitude | 267 | 1.00 | 5.00 | 3.4677 | 0.82629 |
| Perception | 267 | 1.00 | 5.00 | 3.3970 | 0.8371 |
| Motivation | 267 | 1.00 | 5.00 | 3.3628 | 0.76723 |
| learning | 267 | 1.00 | 5.00 | 3.4039 | 0.73953 |
| Organizational and group communication | 267 | 1.00 | 5.00 | 3.2603 | 0.58772 |
| Conflict | 267 | 1.00 | 5.00 | 3.3242 | 0.56616 |
| Power in the organization | 267 | 1.00 | 5.00 | 3.2487 | 0.62277 |
| leadership | 267 | 1.00 | 5.00 | 3.4964 | 0.52664 |
| Organizational culture | 267 | 1.00 | 5.00 | 3.3478 | 0.75806 |
| Performance appraisal and rewards | 267 | 1.00 | 5.00 | 3.0016 | 1.16066 |
| Organizational structure | 267 | 1.00 | 5.00 | 3.2412 | 0.71480 |
| organizational development | 267 | 1.00 | 5.00 | 3.2345 | 0.86905 |

**Table 4-6. Single sample t test**

| | Test Value = 3 | | | | | |
|---|---|---|---|---|---|---|
| | T value | Degrees of freedom | Significance value | Average difference | 95% confidence level | |
| | Lower | Higher | Lower | Higher | Higher | Lower |
| Job satisfaction | 10.55 | 266 | 0.00 | 0.55899 | 0.4537 | 0.6643 |
| Attitude | 9.24 | 266 | 0.00 | 0.46770 | 0.3681 | 0.5673 |
| Perception | 7.749 | 266 | 0.00 | 0.39700 | 0.2961 | 0.4979 |
| Motivation | 7.726 | 266 | 0.00 | 0.36276 | 0.2703 | 0.4552 |
| Learning | 8.924 | 266 | 0.00 | 0.40387 | 0.3148 | 0.4930 |
| Organizational and group communication | 7.237 | 266 | 0.00 | 0.26030 | 0.1895 | 0.3311 |
| Conflict | 9.356 | 266 | 0.00 | 0.32418 | 0.2560 | 0.3924 |
| Power in the organization | 6.525 | 266 | 0.00 | 0.24869 | 0.1736 | 0.3237 |
| leadership | 15.402 | 266 | 0.00 | 0.49460 | 0.329 | 0.5599 |
| Organizational culture | 7.439 | 266 | 0.00 | 0.34775 | 0.2557 | 0.4398 |
| Performance appraisal and rewards | 0.023 | 266 | 0.00 | 0.00164 | -0.1398 | 0.1431 |
| Organizational structure | 5.473 | 266 | 0.00 | 0.24123 | 0.1544 | 0.3280 |
| Organizational development | 4.376 | 266 | 0.00 | 0.23452 | 0.1290 | 0.3400 |

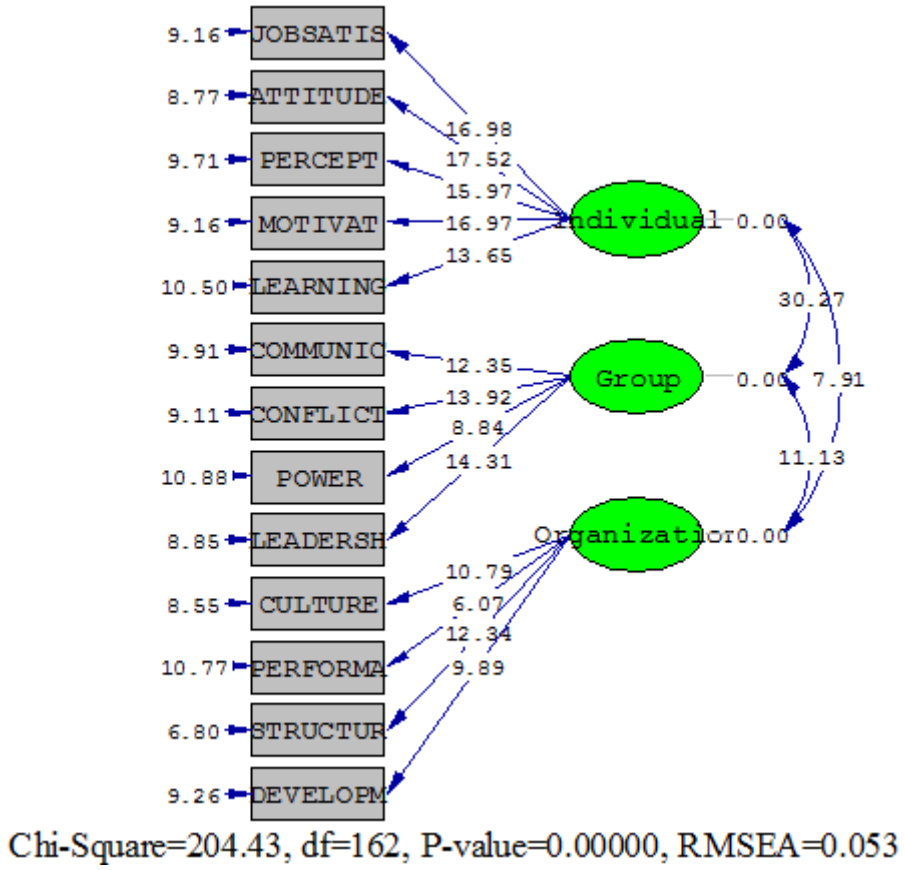



**Diagram 4-6- Graph of fitting of the model in a meaningful state**

As shown in Chart (4-7), all structures and variables in the group are in good condition and the relationships between the variables are significant.
Therefore, since the path coefficient in the standard state among the variables and the performance evaluation is higher than 0.3, all relationships in this perspective are also established, and all coefficients above 0.6 have shown that the correlation intensity Top of the research variables are relative to each other.

**Good fit tests of the model using fit indices**

According to table (4-7), which is the fitting index of the model, the values of all fitting indices indicate the acceptable status of the model and data and have acceptable fit.
In this regard, Lisrel 8.5 software was used to evaluate the model. Accordingly, X2 indexes were considered as degrees of freedom, fitness index (GFI), fitness adjustment index (AGFI), residual average of RMR () Soothed softening index (NFI), Necessity of Necessity of Fitness (NNFI), Incremental Fitness Index (IFI), Adequacy Fitness Index (CFI), and the most important indicator of the root of estimation of approximation error variance (RMSEA) have been used.

**Table 4-7. The values of fitness fitting model and fit**

| Fit index | Desirable value | Template value |
|---|---|---|
| $\chi^2$/df | 3.00< | 1.26 |
| GFI(Goodness of Fit Index) | 0.90> | 0.96 |
| AGFI(Adjusted Goodness of Fit Index) | 0.90> | 0.97 |
| RMR(Root Mean square Residual) | 0.05< | 0.032 |
| NFI (Normed Fit Index) | 0.90> | 0.91 |
| NNFI (Non-Normed Fit Index) | 0.90> | 0.99 |
| IFI(Incremental Fit Index) | 0.90> | 0.99 |
| CFI (Comparative Fit Index) | 0.90> | 0.95 |
| RMSEA(Root Mean Square Error of Approximation) | 0.08< | 0.053 |

The X2 ratio to the degree of freedom is highly dependent on the sample size, and the large sample increases the quantification quantity more than it can be attributed to the model's falsity. Ideally, the ratio of XiD to degree of freedom Less than 3. Given the reported amount for this value in Table 4-7, the results from this section can be valid and statistically analyzed. Because the ratio of Xi to the degree of freedom for this model is reported to be 1.26.
The GFI and AGFI index, proposed by Jarzakag and Sorbum (1989), represents a measure of the relative value of variance and covariance that is explained by the model. This criterion is between zero and one variable, which is closer to the number one, the better the fit of the model with the observed data. The reported GFI and AGFI values for this model are higher than 0.9, which confirm the results of the Chi-square test. The rootstock index is the Residual Squares Average (RMR), that is, the difference between the matrix elements observed in the sample group and the estimated or predicted matrix elements assuming the model is correct, as the index for the model is closer to zero , The model is better fitting. The RMR value in this study (0.031) indicates the proper explanation for covariance. In order to evaluate how well a particular model, in particular in comparison with other possible models, in terms of explaining the set of data observed, is from the softened index of fitness (NFI), the no significant fitness index (NNFI), the Growth Factor Index (IFI), Adaptive Adequacy Index (CFI), which, according to Brown and Child (1992), is above 0.9, these indicators indicate a fitting fit for the model designing as compared to other possible models.
Finally, an estimate of the approximation error variance (RMSEA) has been used to determine how the fitness is combined and to save the relevant model. The index for good models is less than 0.08. A model in which this index is 0.10 or more has a poor fit (Hooman, 2005). The value of this indicator in this model (0.053) is that for the model designed in this study, it shows the fitting of the collected data and their excellent fitness.

***Finding and analyzing data***

1. The first hypothesis of this research suggests that job satisfaction among the components of effective and main factors affecting the individual behavior of the system's agents with an Islamic approach is in a favorable situation, which is hypothesized at 95% probability, considering that in the observation model The sig test is equal to the value (0.00), which is less than (0.05), so the first hypothesis of the research is accepted.

2. The second hypothesis of this research suggests that the attitude among the components of the main and effective indicators affecting the individual behavior of the system's agents with the Islamic approach is in a favorable situation, which is hypothesized at 95% probability, considering that it is observed in the model. The sig test is equal to the value (0.00), which is less than (0.05), so the second hypothesis of the research is accepted.
3. The third hypothesis of this research suggests that perception among the components of the effective and effective indicators affecting the individual behavior of the agents of the system with an Islamic approach is in a favorable situation, which is hypothesized at 95% probability, considering that it is observed in the model. The sig test is equal to the value (0.00), which is less than (0.05), so the third hypothesis of the research is accepted.
4. The fourth hypothesis of this study suggests that motivation among the components of the effective and effective indicators affecting the individual behavior of the agents of the system with the Islamic approach is in a favorable situation, which is hypothesized at 95% probability considering that it is observed in the model. The sig test is equal to the value (0.00), which is less than (0.05), so the fourth hypothesis of the research is accepted.
5. The fifth hypothesis of this study suggests that learning among the components of effective and important indicators affecting the individual behavior of the system's agents with an Islamic approach is in a favorable situation, which is hypothesized at 95% probability, considering that it is observed in the model. The sig test is equal to the value (0.00), which is less than (0.05), so the fifth hypothesis of the study is accepted.
6. The sixth hypothesis of this research suggests that organizational and group communication among the main components and indicators affecting the individual behavior of the system's agents with an Islamic approach is in a favorable situation, which is hypothesized at 95% probability, given that in The model is observed, the sig test is equal to (0.00) which is less than (0.05), so the sixth hypothesis of the research is accepted.
7. The seventh hypothesis of this research suggests that the conflict among the components of the main and effective indicators affecting the individual behavior of the system's agents with the Islamic approach is in a favorable situation, which is hypothesized at a probability of 95% given that it is observed in the model. The sig test is equal to the value (0.00), which is less than (0.05), so the seventh hypothesis of the research is accepted.
8. The eighth hypothesis of this study suggests that power in the organization is among the components of the main and effective indicators affecting the individual behavior of the system's agents with an Islamic approach, which is believed to be in a probable situation, which is hypothesized at 95% probability, given that the model It can be seen that the sig test is equal to the value of (0.00), which is less than (0.05), so the eighth hypothesis of the research is accepted.
9. The ninth hypothesis of this research suggests that organizational development among the components of the effective and effective indicators affecting the individual behavior of the system's agents with an Islamic approach is in a favorable situation, which is hypothesized at 95% probability, considering that in the observation model The sig test is equal to the value (0.00), which is less than (0.05), so the ninth hypothesis of the study is accepted.
10. The tenth hypothesis of this research suggests that leadership among the components of the effective and effective indicators affecting the individual behavior of the system's agents with an Islamic approach is in a favorable situation, which is believed to be 95% probable considering that it is observed in the model. The sig test is equal to the value (0.00), which is less than (0.05), so the 10th hypothesis of the research is accepted, so the 10th hypothesis of the research is accepted.
11. The eleventh hypothesis of this research suggests that organizational culture among the components of the effective and effective indicators affecting the individual behavior of the

system's agents with an Islamic approach is in a desirable situation. The hypothesis is 95% probable, given that it is observed in the model, sig is equal to the value of (0.00), which is less than (0.05), so the eighth hypothesis of the research is accepted.

12. The twelfth hypothesis of this research suggests that the evaluation of performance and rewards among the components of the effective and effective indicators affecting the individual behavior of the agents of the system with the Islamic approach is in a favorable situation, which is hypothesized at 95% probability, given that in The model is observed, the sig test is equal to the value (0.00), which is less than (0.05), so the 12th hypothesis of the research is accepted.
13. The thirteenth hypothesis of this research suggests that the organizational structure among the components of the main and effective indicators affecting the individual behavior of the system's agents with the Islamic approach is in a favorable situation, which is hypothesized in the probability of 95% given that it is observed in the model, Sig is equal to the value of (0.00) which is less than (0.05), therefore the thirteenth hypothesis of the research is accepted.

### *Discussion and Conclusion*

In this research, the main purpose of the research was to provide a model of organizational behavior of agents with an Islamic approach. Accordingly, the researchers examined theoretical foundations and literature and based on the studies carried out and the implementation of expert opinion of the original model of research was developed and approved by the experts. Further, based on the hypotheses developed in the research, the questionnaire was developed and distributed in the statistical population. Based on the findings of the research, it was found that all the research hypotheses were approved. Accordingly, in relation to the first theory of job satisfaction, among the components of the main and effective indicators affecting the individual behavior of the system's agents with the Islamic approach is in a desirable situation, and this study is based on Ghasemi's research (2013) on the effect of work ethics on satisfaction The job of convergence is the result of their research shows that employees who believe in Islam and follow Islamic ethical tendencies are more satisfied with their job and therefore will tend to leave the organization on their side, therefore, job satisfaction and increase employee productivity In the event of the rule of Islamic culture, it is understood, because the growth and excellence of human beings. In relation to the second hypothesis, the attitude among the components of the main indicators affecting the behavior of the system's agents with the Islamic approach is in a desirable situation. In this regard, the results of Bolter's (2002) research also show that employees who considered themselves to be the most religious, more compassionate and relatively high-performance, employed their abilities in the direction of useful activities, they liked the organization and, without much effort, were able to solve organizational problems.

In relation to the third hypothesis, perception among the components of the main indicators affecting the behavior of the agents of the system with the Islamic approach is in a favorable situation. This is consistent with the findings of Ferouzandeh (2007). He considers the factors influencing the perceptions of Islamic directors as non-superstitious, as part of the research. Imam Khomeini, in his will of the deceitful and deceitful people who claim to be Islamic, considered himself committed to the Islamic system, mistakenly led the executives to do so, and he said that he was crying out and said They consider themselves to be the same as the current one, whether they are loyal to the system or not? (Sahifeh of Imam Khomeini, vol. 19) Based on the findings of the fourth hypothesis of the research, motivation among the components of the main indicators affecting the behavior of the system's agents with the Islamic approach is in a favorable situation. It is consistent with the paper of Tayeb (2008). They have factors affecting the motivation of employees in the Islamic system. Spiritual motivation and open up of the prosperous fields. Whether there is a rule in an organization that a person cannot take on higher

responsibilities with the same merit and merit, or the director, based on relationships and away from the actual values of individuals, grows his or her own people in the organization, and those who are not capable of advancement Both are inaccurate and harmful to the organization. Therefore, the Islamic director is obligated to regulate the organization on the one hand, so that all individuals can take on more important responsibilities by gaining more competence and expressing efficiency in higher fields, and, on the other hand, higher levels merely serve the merits and efficiency of individuals and avoid any kind of relationship and optometrist. If done in the organization, all employees in a contest will be more worthy and worthwhile, and everyone will try to provide more valuable and more valuable services to make the manager aware of his efficiency and competence. As a result of this, the spirit of hope and motivation for work in the staff is created, and eventually the mission of the organization becomes better. In relation to the research, the fifth hypothesis of the research: organizational learning is among the components of the main indicators that affect the behavior of the system's agents with the Islamic approach in a desirable situation, and this is consistent with the researches of Deylami (2010) and Ansari (2012). The factors affecting According to Ansari (2012), the main characteristics of divine prophets is that teachers and teachers of humanity are engaged in the training of human beings during the mission period, according to the viewpoint of the administrators of thinking of the pastors, recording experiences and conscientiousness. In relation to the sixth hypothesis of the research: organizational and group communication among the components of the main indicators affecting the behavior of the system's agents with the Islamic approach is in a favorable situation, which corresponds to this in the text by Mirtajodini (1997) and Shafiei (2006) examined the behavior of agents in communicating with people, in their view, these include the prohibition of any inconveniences of the people, the consistency of speech and action in the manager's behavior, and honestly dealing with people, and maintaining the relations between the subspecies and the existence of affectionate relationships. According to Mirtajodini, management is behind closed doors and creating Curtains and hijab between themselves and the people do not have a place in the culture of Islam and it is clear from the moral values of Islam in this contradiction. Imam Ali (AS) also states that every ruler will keep himself away from the needs of the people on the Day of Judgment on the side do not take his needs (Bihar al-Anwar, vol. 72, p. 345). In relation to the eighth hypothesis of the research, the conflict among the components of the main indicators affecting the behavior of the system's agents with the Islamic approach is in a favorable situation, and this is consistent with the findings of the research of Agha Pirouz (2006).

According to the ninth hypothesis of the research: Power in the organization is among the main components of the effective and effective indicators affecting the behavior of the system's agents with the Islamic approach, and this result is in line with the findings of the research of Pourezzat (2014) and Khedmati (2013) and in this study also Indicators such as the avoidance of the agent's thinking are outlined.

In relation to the tenth hypothesis of the research: Leadership is among the main components of the main factors affecting the behavior of agents of the system with the Islamic approach in a desirable situation. These results are consistent with the findings of Muslim writers such as Nabavi (2014) and Nayeh (2008), and according to the results of the Western writers' research in some cases, such as the pragmatism of the leader, which in the Qur'an and in verse 46 of Sura Saba or the courage of the leader and worthy of the conformable leader However, considering that Islamic organizations consider things other than material, the leader in such organizations should have features such as insight, description of Sadr, political virtue, and goodwill, which in this study should also be that this Research by Blanchard or Robbins is different.

In relation to the eleventh hypothesis of the research: Organizational culture is among the key components of effective and effective factors affecting the behavior of the system's agents with the Islamic approach in a desirable situation. And this is consistent with the findings of Robbins (2012), which determines the factors influencing culture as the founders of the organization, selection, socialization. Of course, in Islamic culture, it is necessary to add items such as necessity of good

affirmation and prohibition of negation in order to prevent the domination of aliens and to direct the modeling of the staff towards the spirituality and also to create an appropriate educational environment for the cultivation of Islamic culture.

In relation to the twelfth hypothesis of the research: Evaluation of performance and rewards among the components of the effective and effective indicators affecting the behavior of the system's agents with the Islamic approach is in a desirable situation. This is consistent with the study of Mauder Rahman (2013), the traditional evaluation system based on its constraints. Evaluation system the traditional one considers that this person is an economic being and ignores his spiritual aspects. Evaluation systems in non-religious organizations do not recognize many of the religious and religious criteria that are necessary for Islamic faith and Islamic culture. An Islamic organization should adopt a new evaluation order the function that relates to the religion of Islam, culture, and Islamic beliefs, at the individual level, Organizational, and social. In a non-religious organization, the individual's motive is merely limited to the pattern of punishment and reward, according to which a person rewards his reward as a result of his good deeds with limited rationality and physical and mental ability, he knows these factors in the religious tradition as a form of worship and prayer.

In relation to the thirteenth research hypothesis: Organizational structure is among the components of the main indicators that affect the behavior of the system's agents with the Islamic approach in a desirable situation. And this corresponds to the findings of writers such as Hatch and Robbins, Alvani, and Najaf Beigi in some cases, such as the obligation to act in accordance with the instructions and obey the supreme, but considering that Islam regards responsibility as divine trust and obligation and obligates the trusteeship Believing in treason in it is forbidden to mention issues such as observing features such as commitment, purity and a history of faithfulness in the assignment of responsibility, which is also mentioned in this research and research findings by Mr. Ghouchani.

In the end, it was determined that the main dimensions affecting the organizational behavior of Islamic brokers and which are the main priorities. Therefore, future researchers can implement in the field of localization of this template specifically in government agencies.

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