

Explaining Employee Performance with Regards to Organizational Conflict in Rice Research Institute of the Country

farhad keshavarz*,

Abstract: One of the important variables in organizational behavior is job performance of employees. Job performance measures the role of individual efforts and behaviors in achieving organizational goals. In this regard, the present research has been designed to explain the performance of employees due to organizational contradictions in the Rice Research Institute of Iran. The statistical population of this research includes employees of Rice Research Institute of Iran and simple random sampling method. The method of data collection in this research is field survey of this questionnaire. The method of data collection in this research is field survey of this questionnaire. Content validity method was used to determine the validity of the research tool and the reliability of the test was determined using Cronbach's alpha coefficient. Finally, for analyzing the data and testing the research hypotheses, Structural Equation Modeling was used with smart pls 2 software. The results of data analysis showed that 66.7% of the variables of employee performance were explained by the variables of organizational conflict, empowerment and organizational culture.

Keywords : Keywords: Employee performance, organizational conflict, empowerment, organizational culture

[Islamic Azad University, Rasht Branch - Thesis Database](#)
[دانشگاه آزاد اسلامی، واحد رشت - سامانه بانک اطلاعات پایان نامه ها](#)