
The Effect Of Staff Silence On Their Performance Focusing On Ethical Leadership (Case Study : Guilan Province Judiciary Staff)

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This essay that is aimed to study the effect of clerks on their performance based on ethical leadership, has been done by case study into Guilan province judiciary clerks. The effects of independent variables such as type of clerk job, clerks record of service on the relation between their silence and performance as dependent variable and finally the effect of job type and clerk record of service on their operation by focusing on ethical leadership as mediating variable have been measured. The aim of the research is applied, the method of gathering data is descriptive-survey. Individual is the unit of analysis and there are 303 students in the sample which has accounted by morgan table. This sample has been ed Guilan province judiciary clerks (approximately 1400 clerks). Research variables have been measured by 3 questionnaires including organizational silence(Zehir&Erdogan), performance evaluation operation evaluation (Achieve dimensions) and ethical leadership(Brown& Trevini &Harrison) Also, research hypotheses have been tested by Analysis of moment structures software.so, first research measurement models were estimated and tested by using, then structural equation models were estimated by multiple regression technique. Research models were studied and evaluated by using indexes such as comparative fit index, TLI, Root Mean Squared Error of Approximation. Also to test used for doing accounts relating to determine the range of the research variables in statistical society. Findings show that organizational silence situation among Guilan province judiciary is lower than scale mean. Also if organizational silence situation isn't reinforced, different perspectives, believes , preferences and goals in organization will emerge. Meanwhile, there is negative relationship between organizational silence and organizational performance, so The more organizational silence, the lower organizational performance. Finally, increasing defensive silence

into organization causes decreasing organizational performance.

Keywords : Organizational silence, organizational voice, ethical leadership, performance, job.

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