
Factors Affecting Organizational Silence in the Sound of the Guilan Center

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Staff silence is one of the important organizational behaviors that can have negative effects on employee productivity, employee creativity and organizational performance. Based on this, the current research has been conducted to investigate the factors affecting organizational silence in the city of Guilan. This research has been based on the type of applied purpose and in terms of descriptive-correlational nature. The data gathering method was field and data collection tool was a questionnaire. The statistical population of the study consisted of 750 employees of Guilan province and 245 people as an example through the Cochran formula for a limited population. The questionnaire was distributed unpredictably. To test the reliability of the questionnaire, a Cronbach alpha was used which was more than 0.7 for all variables. SPSS and SMART PLS2 software were used to analyze the data. The results show that the results show that all the research hypotheses were confirmed, that is, the effect of management factors (leadership style) on organizational silence, the effect of organizational factors (organizational ethical climate) on organizational silence, the influence of group factors (group thinking) on silence Organizational and personal factors influence (trust on supervisor) on organizational silence. The least intensity of the impact was on organizational factors and the most impact was on the impact of individual factors on organizational silence.

Keywords : Organizational Silence, Organizational Factors, Individual Factors, Group Factors, Management Factors

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