The Impact of Organizational Cynicism on Staff Performance (Case Study: Police Command of Kurdistan Province)

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Abstract

The purpose of this study is to determine the effect of organizational cynicism on the performance of employees of the Disciplinary Command of Kurdistan Province. This research has been done with an applied purpose and with a descriptive survey method. The statistical population includes the staff of the Kurdistan Disciplinary Command. According to the Cochran’s formula, 355 personnel were selected from the staff of the Disciplinary Command of Kurdistan Province by cluster sampling. The data collection tool is library studies and standard questionnaires. In the discussion of organizational cynicism, Dean Questionnaire (1998) with 13 items and Hershey and Goldsmith Questionnaire (2014) with 42 items were used for performance. The validity of the content of the questionnaires was confirmed by the professors and he experts. The reliability of the questionnaires was obtained through Cronbach’s alpha for organizational cynicism 0.82 and performance 0.86. Data were analyzed by Kromogorov-Sminrov test and regression. The results show that organizational pessimism affects employee performance and the effect of organizational pessimism dimensions (cognitive dimension, emotional dimension and behavioral dimension) on employee performance has been confirmed.

Keywords: Emotional dimension, Cognitive dimension, Behavioral dimension, Cynicism, Performance, Disciplinary Command of Kurdistan Province

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