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**Abstracts**

**Determining the Priority of the Affecting Factors in the Organizational Commitment of Employees in Fajr and Bidboland Gas Compaines**

H. Madani, M.J. Zahedi

The purpose of this study has been to identify the employees' Organizational Commitment of Fajr and Bidboland Gas Companies, and to determine the preferenes of the factors affecting O.C. and utilize the consequences of research to increase the level of employees' commitment. O.C. simply means believing in the organizational values and goals, sense of loyalty and emotional attachment to it, moral obligation and desire to remain with the organization. On the basis of Allen and Meyer theory (1990), O. C. has three components: Affective, Continuance, and Normative Commitment. This survey is cross-sectional and a correlation type of research. The 407 subjects of study have been selected by the stratified and proportional random sampling method. The results of the research done by regression and path analysis methods have shown some differences and similarities to previous studies. The perceived organizational support variable affected by other variables of the model has a strong direct positive effect on A.C. and N. C. Out-of-organization job opportunities variable has had a strong direct negative effect on C. C.

Also, the sense of organizational justice, organizational participation, and promotional opportunities has had indirect positive effect on A. C. and N. C. Attitude toward work has had a strong direct positive effect on A. C. and C. C. in Bidboland. In both companies, job security has had low indirect positive effect on A. C. and N. C. Education has had indirect negative effect on C. C. in both companies and on N. C. just in Fajr. The data have strongly supported the analytical model based on Structuration and Systems Theory. According to the results of the study, implementing more and effective support to employees, participating people in decisionmaking, considering organizational justices and solving employees' problems have been suggested to the managers. With regard to the theoretical and empirical results of this research, as well as the results of previous studies, applying the other research methods, such as: metaanalysis, longitudinal, observation, and quasi-experimental, have been suggested to other researchers. Key concepts: organizational commitment, feeling of organizational justice, organizational participation, job satisfaction, feeling of job security.

### **Religiosity Measurement Model for Iran**

A.R. Shojaee Zand

About five decades have passed over the first empirical field investigations on the types and degrees of Religiosity, as well as the developments thereof. As for the first Religiosity model, presented in early 60's by Gerhard Lensky, the related dimensions and indices have tolerated a number of modifications. Two features did, however, exist in all: having been originated in Christianity, and affected by western historical-social developments. The two characteristics continued to add to the difficulty of applying the models to conflicting religious and social backgrounds. This however, has never made the investigators deprived of the possibility of doing practices on Religiosity with some of the more famous measures. Enjoying a background of one decade of doing Religiosity investigations in Iran, during which the shortcomings of the currently used models and frameworks were revealed, a new spirit prevails in the country to create and apply measures originating in Islamic doctrines and compatible with the related social conditions; a comprehensive model and a standard measure are now seen in the perspective. The present article attempts to follow the same objective on the pictured ground by way, first, of providing the reader with a definition of Religiosity then, presenting to them some of the most famous models, to pave the way for the creation of a "Religiosity measurement model for Iran" on the background of studies and criticisms of them.

Religiosity has its own dimensions and components, resulting from different aspects of religion, and, in turn enjoys relations with different aspects of man's existence. The proposed model on the one hand endeavors to meet the logical relations and proportions among these entities and, on the other, to reveal the manifestations of Religiosity, such as its deep "effects" and "implications" that are measurable.

The final section of the present research comprises, mentions of a few basic items necessary for running and development of the model into a practical measure, as well as explanations on a number of basic terms. Comments on the part of the specialists

regarding the shortcomings, as well as proposals regarding any related reinvestigation will highly be appreciated by the author.

Key concepts: Dimension of Religion, Measures of Religiosity, Dimension of Religiosity, Effects of Religiosity, Consequences of Religiosity.

### **Explanation of Student's Socio-Cultural Participation in Medical Science University in Tehran City**

A.R. Dehghan, G. R. Ghaffari

The formation and quality of university student's participation in institutions and associations are affected by different individual and social variables. In this essay, some of the main factors to explain socio-cultural participation is investigated. Personal characteristics and social trust are independent variables that have measured in variables frame as Universalism, social alienation, futuralism, locus of control and social trust in two levels interpersonal trust and institutional trust. Dependent variable of this inquiry is socio-cultural participation that is measured by three items: Participatory Spiritual, Participatory Activities and Associational Membership. Personal characteristics such as Orientation Universalism, futuralism, locus of control and lack of social alienation associated by social trust explain the student's motivation for independent variables have significant relation to dependent variables, although sum explained variance is too low. Thus macro and metaindividuals must be considered out of university institution.

Key concepts: socio-cultural participation, Universalism, social trusts.

### **Changes on the Sentencing Policing in the Time of Globalization**

R. Rasuli

This study deals with the reflections of the neo-liberal globalization on the sentencing policies. Main aim of the study is to demonstrate the relations among globalization, poverty and sentencing policies, and to determine the general framework, and meaning of today's penal reform processes. In this article, the reform principles of the new sentencing acts, and the social, economic and political dimensions of the penal reform movement are examined. The transition from the policies of social welfare to social control has introduced together sentencing acts, and prison population has increased rapidly all over the world. The main dynamics of the new sentencing policies are the prevention of social reactions which have grown against abandonment of welfare state, exploitation of prison labor and privatization of prisons. The article considers the evolution of sentencing policies as an important element of the reconstruction process of the state.

Key concepts: Globalization, social control, penal reform, prison industry, private prisons, prison labor.

### **A Study to Explain Job Dissatisfaction Among the Teachers (The Case of Neishabour's teachers)**

S. Moidfar, G. Zahani

Job dissatisfaction, not only may lead to decrease job efficiency and to increase the costs, but it may also, result in undermining individual commitment to social values, norms trust, and even to the organization's objectives, as well. Recently, some demonstrations as strikes have been occurred among the teachers to show their job dissatisfaction. As the consequence of this situation, could be harmful for the society, this paper aims to study the determinant factors of job dissatisfaction among the teachers. The sample group for the field research is composed of 20q persons randomly selected among the whole statistical population of 4673 teachers working in Neishabour city. The findings of this research show 49 percent of the sample has indicated their satisfaction to their job, and in the rest of 51 percent, feeling of deprivation, unjust work conditions, job status, and education levels have been the main factors to explain job dissatisfaction.

Key concepts: job dissatisfaction, human needs, injustice, relative deprivation, job status.

### **Sociology of Literature in Retrospect Leo Lowenthal**

Translated by M. R. Shadrout