

## **Organizational Silence of Librarians of Iran Public Libraries: Affecting and Affected Factors (The Year of 2013)**

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### **Abstract**

**Purpose:** Organizational silence (OS) in any foundation, organization or institution has some bad effect on their service provision or effectiveness. This study aimed to investigate the status of OS among the public librarians of Iran public Libraries Foundation (IPLF) and its affecting and affected factors.

**Methodology:** By multistage cluster sampling, 350 public librarians of 7 states were selected. 277 librarians have completed questionnaire named “questionnaire of Organizational Silence of public librarians”, face-to-face or via e-mail. The collected data was analyzed using some descriptive and inferential statistic methods in SPSS.

**Findings:** From librarians’ viewpoints, organizational silence is in moderate level among public librarians of IPLF. In addition, they think that IPLF’s top management tendency toward silence is a potential factor for the librarians’ OS. Findings Shows that on the basis of public librarians viewpoints, Low communication opportunity is a powerful predictor of the librarians’ OS and low job satisfaction and weak organizational commitment are the outcomes of public librarian’s OS.

**Originality/Value:** awareness about Organizational Silence and its bad effects is one of the basic features of intelligent organization. This research was a starting point for future deep studies about OS of Iranian public librarians and other organizational problems among them.

**Keywords:** public Librarians, Organizational Silence, Public Libraries, Iran.