

Investigating the level of Organizational Socialization among Librarians in Comparison with Other Staff in the Organization of Libraries, Museums and Documents Center of Astane Qudse Razavi

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Abstract

Purpose: This study investigates the level of organizational Sociability among librarians in comparison with organizational socialization of other staff in the organization of libraries, museums and documents center of Astane Qudse Razavi.

Methodology: The present study was conducted through a survey method. The statistical population of this study consisted of all employees (including 625 librarians and non-librarians). Using a Cochran formula, a sample of 238 people was selected by stratified random sampling. Finally, 215 questionnaires were completed and collected. The research tool was a questionnaire of 20 questions of Taurinma's organizational socialization (1997). Data were analyzed using one-sample t-test and stepwise regression.

Findings: The results showed that there are significant differences in subscales of education and future prospects of librarians in comparison with other staff. Level of organizational socialization among librarians is more than other staff in the organization of libraries, museums and documents center of Astane Qudse Razavi.

value/originality: This study highlights the importance of the organizational socialization in the success of organizations and libraries. This is the first research that investigates the level of librarians organizational socialization in comparison with other staff. According to the findings, the high level of organizational socialization of librarians indicates that the sub scale of organizational socialization, education and future prospects are strong predictors for increasing organizational socialization. Finally, the level of librarians' organizational socialization appeared to be related to having homogenous society and expert staff.

Keywords: Organizational culture, Organizational socialization, Public libraries, Astane Qudse Razavi.