

An Investigation into the Role of Organizational Culture (Job Security, Job Satisfaction and Organizational Justice) on Work Alienation: A Case Study of Librarians from Public Libraries in Khuzestan Province

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Abstract

Purpose: This study attempts to identify work alienation, and the effect of organizational culture on this, using a sociological approach.

Methodology: The method used for this study is a survey and data collected by questionnaire. The population of this study is all librarians from public libraries in the Khuzestan province. The data were analyzed using the software SPSS16. To test the hypotheses, Pearson's correlation and multiple regression analysis were used.

Results: The results showed that job satisfaction, job security and organizational justice (as independent variables), together with the work alienation of labor (the dependent variable), have a meaningful relationship. Multivariate regression analysis results also indicate that independent variables are predicted as totaling 0.46 of the variance of the work alienation.

Originality/Value: Sociological approach to public librarians problems, have been got very less attention. This research is among the initiatory papers that proceeded in the Khuzestan province.

Keywords: job satisfaction, job security, organizational justice, work alienation.