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Research Paper

Modeling the Role of Organizational Factors in Cyber Loafing of Academic Staff by Artificial Neural Network

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Abstract

The purpose of this study was modeling the organizational factors affecting Job Conflict and Toxic Leadership on cyber loafing. Methodology of the research in terms of the main strategy, was quantitative and in terms of analytical, it was descriptive. The statistical population of this study included all staff of Universities affiliated with the Ministry of Science at four levels of international, national, regional and local levels of performance across the country. The research data were collected from 430 staff members who were selected by multi-stage cluster sampling method. According to the Kregci-Morgan model and considering error of $\alpha = 0/05$, 430 persons was determined as the sample size . To collect data, Cyber Loafing Questionnaire of Bella et. Al. (2006), Job Conflict Questionnaire of DuBrin(2008)) and Toxic Leadership Questionnaire of Schmidet and Hanges 2008)) were used. Validity of the tools was confirmed by the professors of education and psychology. Data were analyzed by artificial neural network approach with multilayer perceptron (MPL) method. The results showed that modeling the organizational factors affecting cyber loafing has an input layer with seven units and a hidden layer with three units. The artificial neural network showed that the jumps and the process of cyber loafing of academic staff can be well predicted from organizational factors of job conflict and toxic leadership. Given the significant effect of organizational factors on employees' cyber loafing, it is necessary to pay attention to these components and their effects on organization human resource behavior in order to prevent the occurrence of deviant behavior.

Conflict of interest:

According to the authors of the article, did not have any conflict of interest.

Keywords:

Cyber loafing, Job conflict, Toxic leadership, Artificial neural network, University staff.