



## The effect of socialization on organizational identification in experts of physical education faculties of public universities in Tehran

### Poster Presentation

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### Abstract

**Introduction:** Today's educational organizations are moving towards dramatic changes and the previous relationships between managers and other employees and all components of the educational system are evolving. In the midst of these changes and developments, employees need to be socialized in all areas (Hoveida, Jamshidian and Mokhtarifar, 2011). The purpose of this study was to investigate the relationship between organizational socialization and organizational identity of experts in physical education faculties of public universities in Tehran.

**Methods:** This research was applied research in terms of purpose. It was correlated in terms of data collection. The statistical population of the study included all administrative experts of the faculty of physical education of Tehran universities (Tehran, Kharazmi, Allameh Tabataba'i, Alzahra and Beheshti); the number was estimated to be 142 people who were selected as the research sample based on the total number sampling method. In order to collect data and measure research variables, Miller et al.'s (2000) Organizational Identity Standard Questionnaire ( $\alpha = 0.89$ ) and Taormina (2007) Organizational Socialization Questionnaire ( $\alpha = 0.76$ ) were used. Inferential statistics (binomial distribution, Pearson correlation and multiple linear regression) were used to analyze the data to test the research hypotheses.

**Results:** The results of multiple linear regression showed that the components of organizational socialization explain 42.6% of the total variance of the changes in the organizational identity of the experts of physical education schools. Findings showed that the components of training and future perspective have the greatest impact on the organizational identity of experts.

**Conclusion:** Finally, it should be said that holding training courses based on the job and organizational needs of experts in physical education schools, the support of more experienced and experienced colleagues and managers of these forces, experts' understanding of job duties and what is expected from them and finally the vision of experts in the future Imagine or imagination of their job and the organization can have a significant impact on their organizational identity.

### Keywords

Organizational socialization; organizational identity; physical education schools; support of colleagueS

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