

The effect of organizational inertia on social wear and social laziness of physical education teachers in Tehran province

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Abstract

The purpose of this study was to investigate the effect of organizational inertia on social wear and social laziness of physical education teachers in Tehran province. The research method a descriptive survey and applied in terms of purpose. The statistical population included all physical education teachers in Tehran province that 384 people were selected as a sample through random sampling. To collect data, three standard questionnaires of social wear Duffy et al. (2002), Hogg organizational inertia (2014), Hosseini social laziness (2008) were used. To ensure the validity of the questionnaire, in addition to using standard questionnaires, the opinions of professors and experts in the field of management were used to check the face and content validity and were approved. Cronbach's alpha was also used to determine the reliability of the questionnaire. Structural equation modeling and path analysis by LISREL software was used to analyze the data. Findings showed that from the perspective of physical education teachers, organizational inertia can cause social wear and tear and lead to

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social laziness. Therefore, it is concluded that to increase the productivity of physical education teachers in schools, we must remove the barriers that cause organizational inertia to prevent laziness and social wear.

Keywords: Organizational Inertia, Social Wear, Social Laziness, Physical Education, Tehran.

Introduction

In order for organizations to be able to sustain their lives, they must interact with their external environment. Inflexibility does not allow the organization to adapt to environmental changes. As a result, it causes individual stagnation and subsequent inertia in the whole organization. Organizational inertia can lead to social wear and tear. Social wear and tear creates groups that block their path to success. This not only causes inefficiency, but also leads to laziness of physical education teachers. Therefore, due to the importance of the subject, this study was conducted with the aim of the effect of organizational inertia on social wear and tear and social laziness of physical education teachers in Tehran province.

Research Methods

The research method is descriptive-survey and applied in terms of purpose. The statistical population included all physical education teachers in Tehran province in 2020 that 384 people were selected as a sample through random sampling. To collect data, three standard questionnaires of social wear and tear Duffy et al. (2002), Hug organizational inertia (2014), Hosseini social laziness (2008) were used. To ensure the validity of the questionnaire, in addition to using standard questionnaires, the opinions of professors and experts in the field of management were used to check the face and content validity and were approved. Also, in order to determine the reliability of the questionnaire,



Cronbach's alpha was used. For data analysis, structural equation modeling and path analysis by LISREL software were used.

Research Findings

Table 1: Results of structural equation model analysis regarding research variables

Organizational inertia	Organizational inertia	Independent variable
Social laziness	Social wear and tear	The dependent variable
0/66	0/80	Impact factor
10/44	13/39	T score

According to the results of Table 1, the standard coefficient between the two variables of organizational inertia and social wear and tear is equal to 0.80 and between the two variables of social inertia and social laziness is equal to 0.66, due to the significant score, not all paths are in the range between negative and positive 1.96; so it can be said that all paths are positive and significant research model.

Conclusion

Findings showed that from the perspective of physical education teachers, organizational inertia can cause social wear and tear and lead to social laziness. Therefore, in order to increase the productivity of physical education teachers in schools, we must remove the barriers that cause organizational inertia in order to prevent laziness and social wear and tear.

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