A Study of the Relationships between Organizational Socialization and Social Responsibility (Case Study: Employees of the Cultural Organization of Mashhad Municipality)

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Abstract:

The Purpose of this study was to determine the relationship between organizational socialization and social responsibility in the cultural organization of Mashhad municipality. This research is applied one in terms of purpose, and descriptive-correlation one in terms of nature and method. Statistical universe of the research included all employees of the cultural organization of Mashhad municipality, which were 280 people. And according to the Morgan table, 162 people were selected by simple random sampling method. Data collection was carried out through Taormina's organizational socialization (1997) and Carole`s Social responsibility (1991) questionnaires. The data were analyzed using Kolmogorov-Smirnov test, correlation coefficient and regression. Findings of the research show that there is a meaningful relationship between organizational socialization and the components of receiving training, understanding, staffing support and vision of the future of the organization from one hand, and components of economic responsibility, legal liability , ethical responsibility and social responsibility on the other hand among the employees of the cultural organization of Mashhad Municipality. Organizational socialization affects social responsibility. Receiving training, understanding and support of employees from the

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components of organizational socialization influence on the dimension of economic responsibility, legal liability and social responsibility of social responsibility, but they have no significant influence on the dimension of ethical responsibility. The vision of the organization's future influences on social responsibility and components of moral responsibility and social responsibility, but they do not   affect the dimension of economic responsibility and legal liability.

 Keywords: Organizational Citizenship, Social Responsibility, Cultural Organization of Mashhad Municipality