

تاریخ دریافت: ۸۹/۱۱/۲۱

تاریخ پذیرش: ۹۰/۲/۱۷

فصلنامه رسالت مدیریت دولتی

سال اول / شماره اول / بهار ۱۳۹۰

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(Mitroff & Denton 1999 ; Neck & Milliman 1994)

(Bieberman & Whitty 1997, 132)

(Cash, K. C., G. R. Gray and S. A. Rood 2000, 127)

KrishnaKumar & Neck 2002,)

(155

.(Beazley 2006)

(Giacalone & Jurkiewicz 2003, 521)

Giacalone , Fry & jurkiewicz)

.(2005, 521

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(Hill 2005, 518-520).

(Neal 2000, 1329)

(King 1997)

(Mitroff & Denton, 1999)

» (Dehler & Welsh.1994, 3)

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(Ashmos & Duchon 2000.134)

(Krishnakumar & Neck 2002, 152)

() .(Ashmos & Duchon 2000, 137)

(Sheep 2004) .

(Kinjerski & skrypnek, 2006)

(Sendjaya 2007, 109) :

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(Sendjaya 2007, 109)

(Kinjerski & Skrypnek 2006) .

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Kinjerski & Skrypnek, 2006	Ashmos & Duchon, 2000	(Millimanetal, 2000)	(Sheep, 2004)

<p>Engaging Work)) :</p>	<p>Meaningful) (Work</p>	<p>Meaningful) (Work ()</p>	<p>Meaning)) (Self)</p>
<p>Sense) (of Community</p>	<p>Conditions For) (Community SAWS</p>	<p>Sense) (of Community SAWS</p>	<p>Transcendence of) (Self ()</p>

Spiritual) Connectin)	Inner Life)) SAWS		Intergration)) ()
Mystical) (Experience			
	Work) Environment)		

	Organizational) Level)	Alignment With) Organizational Values SAWS	
			<i>Personal Growth/) (Development</i>

(Kinjerski & Skrypnek 2006, 33) :

(Benefiel 2007, 947-955) :

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Benefiel) .

(2007, 948

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.(Benefiel 2007, 948-949)

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(Benefiel 2007, 949) .

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(Benefiel 2007, 950) .

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(Benefiel 2007, 950-51)

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(Benefiel 2007,) .

(951-52

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(Benefiel 2007, 952) .

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(Benefiel 2007, 953) .

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(Giacalone etal 2005, 518) .

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(Giacalone etal 2005, 518-519) .

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(Giacalone etal 2005, 519) .

(Giacalone etal 2005, 520) .

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(Giacalone etal 2005, 520-21)

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(Giacalone etal 2005, 523) .

Giacalone etal 2005,) .

(523

(Devellis 1991)

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SAWS

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(Sheep, 2004) (

(Milliman,etal, 2000) (

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SPSS

KMO
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KMO
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KMO :		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.849
Bartlett's Test of Sphericity	Approx. Chi-Square	1.275E2
	df	708
	Sig.	.000

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(kinjerski & skrypnek 2006) .

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- ¹ Spirit
- ² Organizational Citizenship Behavior
- ³ Servant Leader Behavior
- ⁴ Dispassionate Religion
- ⁵ Ontological Level
- ⁶ Community Work
- ⁷ Benher, 1989
- ⁸ Workplace Spirituality PersonOrganization Fit Scale
- ⁹ Construct Validity
- ¹⁰ reliability
- ¹¹ Content Validity
- ¹² Discriminant Validity
- ¹³ Dawis, 1987
- ¹⁴ Schwab, 1980
- ¹⁵ Scale
- ¹⁶ Confirmatory Factor Analysis
- ¹⁷ Unidimensionality
- ¹⁸ Convergent
- ¹⁹ Spirit At Work Scale: SAWS
- ²⁰ The Quantitative Trail
- ²¹ Trott, 1996
- ²² Openness
- ²³ SelfEfficacy
- ²⁴ Beazeley, 1997
- ²⁵ The Broad Qualitative Trail
- ²⁶ The Deep qualitative Trail
- ²⁷ Southwest Airlines
- ²⁸ Craigie, 1999
- ²⁹ James Sass, 2000
- ³⁰ The Raidical Trail
- ³¹ Benjamin Lichtenstein, 1997
- ³² Neal, 1999
- ³³ The Learning Organization Trail
- ³⁴ Hawkins, 1991
- ³⁵ Wisdom
- ³⁶ Developmental Theory
- ³⁷ Kofman & Senge, 1994
- ³⁸ Skelly, 1998
- ³⁹ The Theory Formulation
- ⁴⁰ Robbins, 1992

⁴¹ More Functional Organization

⁴² Thought Self Leadership

⁴³ Biberman & Whitty, 1997, 2000

⁴⁴ Eggert, 1998

⁴⁵ Contemplative Leadership

⁴⁶ The BirdseyeWiew trail

⁴⁷ LipsWierman, 2000

⁴⁸ Forniciari & Lund Dean, 2003

⁴⁹ CrossSectional

⁵⁰ Integrated Spirituality

⁵¹ Segmented Spirituality

⁵² Positive psychology

⁵³ development problem

⁵⁴ Criterion Variables

⁵⁵ statements

⁵⁶ لازم به توضیح است ویژگی های کارمند معنوی در نظام اداری ایران طی فرایندی جداگانه بصورت زیر احصاء شده بود:

فرد خیرخواه، گشاده رو، متواضع، معتقد به خدا و دارای روحیه خدمت به دیگران

⁵⁷ لازم به توضیح است تعریف معنویت در نظام اداری ایران طی فرایندی جداگانه بصورت زیر احصاء شده بود: احساس

تعالی، هدفمندی و پیوستگی ناشی از: ۱ وارد ساختن و بکار بستن تعالیم برگرفته از کتاب و سنت در محیط کار ۲ وجود

مجموعه ای از ارزش های سازمانی مشهود در فرهنگ و سیاست های سازمان

⁵⁸ Spirit At Work Scale

⁵⁹ factor loading

