

The Study of the Relationship between Social Status and Work Conscience of Tehran Neighborhood Assistant Councilors

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Abstract: Social status plays a significant role in guaranteeing any society's dynamism and efficiency. Since the presence of knowledgeable and efficient people with work conscience is the important prerequisite for the growth and prosperity of any society, growing and strengthening their motivation for progress generates energy and appropriately orients their behavior, interests, and needs in line with achieving specific and valuable goals. Besides, since social status plays a major role in functions in all personal, family, and social fields, correct and comprehensive planning in providing social status obviously seems necessary. Given the importance of the issue of relationship between different dimensions of assistant councilors' social status and work conscience, the current study investigates and analyzes the relationship between different dimensions of Tehran neighborhood assistant councilors' social status (gaining position and respect, revenue and wealth, value and importance, and job preference) as independent variable and their work conscience as dependent variable. The findings reveal a positive, direct, and significant relationship between all dimensions of social status and its total amount with work conscience of Tehran neighborhood assistant councilors. Meanwhile, the relationship between assistant councilors' gaining status and social respect and work conscience ($P=0.38$) has the highest correlation coefficient and the relationship between assistant councilors' revenue and wealth and work conscience has the lowest correlation coefficient ($P=0.25$). Moreover, social value and importance ($P=0.35$) and job preference ($P=0.30$) have a positive and significant correlation with assistant councilors' work conscience. Thus, it can be argued that the higher the level of social status ($P=0.32$) and its dimensions among the Tehran neighborhoods assistant councilors is, the higher the level of their work conscience will be. Hence, all the hypotheses of the present research are confirmed.

Keywords: Social Status, Work Conscience, Tehran Neighborhood Assistant Councilors.

Introduction

In a general evolution, the urban management system has moved from a centralized system and a top-down structure towards a participatory and bottom-up system, and consequently at this level, the micro-social layers and local institutions' role has become clearer. Owing to this structural and managerial transformation, the citizens' focus of attention is to the participation at the local levels, and based on this necessity, assistant councils were established at the levels of urban neighborhoods. According to the necessity of its creation, the mission and objective of establishing such an institution is to play role as an intermediary link between residents and local communities and popular and small institutions with government organizations and institutions. Nevertheless, because of some structural and managerial challenges in explaining such an institution's role as well as lack of trust in it by both institutions and bodies (government and residents and local ones), the function of assistant councils has been disturbed and weakened (Kazemi, 2010: 45).

assistant councils refer to local institutions emerged in Iran about two decades ago, with the duty of performing certain tasks like following up the people's demands, charity affairs, solving urban problems, etc. in order for helping the local councils in Iranian cities, and with the prerequisite of their members' work conscience and the support provided to them. The category of work conscience is the essence of any organization. Given the many definitions of work conscience, it may be acknowledged

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that work conscience stands for an inner positive ideal tendency and attitude towards the assigned work and career in such a way that has a positive effect on the work and production's quantity and quality without external supervision. Work conscience may be regarded as a situation in which members of the society in a variety of jobs seek to do the work assigned to them in the best way, accurately, and completely. Work conscience directs the human from inside to be sensitive to a work's strength, correctness, and accuracy and propels him to perform the expected tasks (Mirmohamadi, 2018: 82). Work conscience refers to the factor creating discipline in work and the sense of fulfilling the duty in people, modifying the behavior and manner of dealing with the employees in organizations to measure their willingness to observe the organization's rules, regulations, and standards. Work conscience represents a force committing the individual to perform a series of objective-oriented behaviors in the organization besides converging various thoughts and tastes to form a constructive behavior, and taking it into account is of paramount importance. With the procreation and evolution of the urban planning paradigms, the urban management system has experienced a bunch of changes in the world and it varies from place to place given the structural, legal, managerial, and cultural differences. That is why the study of the geography of the city with the axis of considering urban neighborhoods as the smallest components in the intra-urban divisions system is considered among the urban planners' work priority with the aim of achieving the urban communities' optimal management methods. From the viewpoint of new urban management, the city is the spatial manifestation of human actions to meet his needs, developed at any point of time in accordance with the citizens' knowledge and expectations as well as the society's social, economic, and cultural conditions (Ma'soumi, 2010: 7).

Assistant councilors' social status is among their work-conscience-related factors. Social status is a key issue in all cultures, and in any society, its definition to some extent originating from the people's common sense of health as well as their culture.

Social Status

In the definition and description of social status, Alan Biro writes, "This word from the lexical viewpoint refers to illusions originating from magic or phenomena seemed strange. Social credit stands for the influence and credit given by others to a person due to various and more or less real features they attribute to him (Biro, 2005: 8).

Position and Respect

In this study, position and respect refer to something acquired through job position; hence, it considers the mutual respect as the key element and component. Social position is referred to as a person's position and rank in society, and gaining respect means bowing and honoring an individual, as well as an emotional position considered a key and essential factor in maintaining social balance besides the survival of people's relationships (Tabatabaei, 2014: 8).

Making Revenue

Revenue is the money earned by an individual or a company in a certain period from the goods or services it provides to others or his/its previous investments (Ghoreyshi, 2021: 1-2).

Social Value and Importance

Social value and importance stands for the level of a person's perception of his efficiency and usefulness in such a way that it ultimately results in his importance for society, to the extent where he feels being useful and considers his existence important at the level of society. (Mehrabi, 2011: 37)

Job Preference

Job preference refers to the energy rate and attachment to the job. This category itself has three dimensions of attraction and strength, as well as self-dedication. Job preference dimensions consist of intrinsic motivation and extrinsic motivation. Intrinsic motivations may be useful and affect various aspects of individual and social life. In practice, intrinsic motivations provide the innate motivation in order to follow desires and make the necessary effort to grow skills and abilities. Extrinsic motivations

have wide functions. In other words, wherever the creation of learning, behavior change, and increasing the level of performance is focused, the external motivations principles seem necessary to be used (Khoei, 2014: 11-13). The concept of social base is associated with two other concepts, “social prestige” and “social popularity”. If the society monitors the personal aspect of a social role, i.e. the virtues and efficiency of the individual playing that role, the social prestige concept arises, and in case that the society emphasizes the positive or negative impact of the person playing that role on the society members, the social popularity concept arises (Agburn & Nimkov, 2002: 156).

Theorists like Durkheim, Parsons, and Giddens often consider social status as the synonym for “social base” where the individual in a group or by citation to a group’s rank and social position obtains ..., and accordingly enjoys some advantages and characteristics. Nevertheless, recent authors and researchers recognize social status as a type of status, credit, honor, and respect considered by the society for the persons [members] of a group or institution, or for a job. (Malek, 2012: 8). From the sociological perspective, the term social status is employed as the individuals, groups, and organizations’ rank, base, and social position compared with each other. Melvin Tamin considers status as a value considered by a community (society, group, or organization) for a social role, or group or an individual’s position according to the distribution of honor in a social system is called status (Malek, 2012: 8).

Social status means the people’s base and honor in society, closely related to their social role. Social role itself consists of a set of rights given to people and responsibilities expected from them to perform. In this way, it may be claimed that the people’s social role is one of the main criteria for specifying their social status. I.e., the extent to which the society benefits from the individuals’ role and the social values related to that role determines the social status, and considerably depends on the people’s respect for that role; besides, the level of social respect for a role can often compensate for unfavorable or repulsive factors like lack of revenue or luxury, problems of accountability and fulfilling role responsibilities (Khodayari & Yusefvand, 2014: 4-5).

Research Background

Domestic Researches

- Valikhani et al. (2017) conducted a study entitled “*The study of the strategy of strengthening work conscience in employees and its relationship with the productivity of the social security organization in Isfahan province (Iran)*”. This research’s statistical population included 1378 employees and managers of social security organization of Isfahan province, 1031 of whom were male and 347 were female, and sampling was conducted by simple random method. The research results revealed a positive and significant relationship between work conscience and productivity in the organization. Moreover, according to the results, there was a positive and significant relationship between moralism, job motivation, job satisfaction, spirituality at work, and employees’ empowerment and work conscience. Furthermore, the research results showed a positive and significant relationship between moralism, job motivation, job satisfaction, spirituality at work, and employees’ empowerment and productivity in the organization.
- Abaspour et al. (2016) carried out a study entitled “*The study of the factors affecting work conscience among the employees of South Pars Gas Complex*”. The statistical population included all employees of South Pars Gas Complex, which are 220 employees. The Kruskal-Wallis test results indicated that social and cultural factors affected work conscience among the employees of South Pars Gas Complex. Among the social and cultural components, motivation, satisfaction, commitment, and religious values affect work conscience of the employees of South Pars Gas Complex.
- Kazemi (2010) performed a research entitled “*The study of the role and performance of neighborhood councils in neighborhood-oriented urban management and presenting general solutions for functional improvement according to the new neighborhood management structure*”. The results showed that given some structural and management challenges in explaining the role of such an institution besides the lack of trust in it both by government

institutions and bodies and by local institutions and residents, the function of councilors has been disturbed and faded away. Hence, it is of paramount necessity to recognize the concept and necessity of assistant councils, find their functional deficiency's main causes, and provide general solutions to eliminate this challenge.

Foreign Researches

- In a research on work conscience and job performance among airport employees, Ann (2018) indicated the positive and significant effect of work conscience on job performance and the greater relationship of reliability with task performance. In addition, it was determined that reliability might explain 43% of the job performance variance.
- In his research findings, Archana (2017) revealed effectiveness of the citizenship culture, social control, and social support variables in work conscience. I.e., individuals with a high work conscience are always concerned about rectitude, mainly derived from the extent and precise and disciplined method of monitoring of individuals by the society and organization.
- Charles (2008) carried out a study entitled "*Job commitment and analysis of some of its issues at the University of Iowa, USA*". The study was conducted by field method and through collecting data from 450 people working in American medical centers. This study measured four dimensions including persistence in work, loyalty, professional commitment, and work commitment. According to the findings, loyalty and persistence in work theoretically and empirically had an impact on job commitment different from the other two aforementioned factors. The findings revealed that at the beginning of employment, the intention and motivation of persistence in work and loyalty to the job were less stable compared to other factors; however, after becoming a formal employee, their job stability increased.

Theoretical Fundamentals

Theories of Social Status

Karl Marx

Marx is one of the first and most famous sociological theorists focusing on social status under the subject of his social classes. Social class is indeed the axis and main subject of Marx's sociology. In the definition of social class, Marx considers it just a large group of people occupying the same objective position in the economic structure (Tamin, 1998: 175). Marx links the existence of class to its role in the production system, presenting a general insight into the social class's historical developments. In his belief, the ownership of the means of production by a minority leads to the greatest social, political, and economic segregation, being a historical certainty, such stratification will exist as long as there will be private ownership. Marx analyzes all the social class stratification dimensions and does not make any fundamental distinction between the situation caused by social class and that caused by social or political status. According to Marx, social prestige is due to the individual's class position, not being distinguishable from the classes to which the individual belongs; accordingly, Marx even considers the parties and the government as the manifestations of class. The individual's social class in Marx's analysis does not have a significant place, and the class characteristic is the original matter (Khoshrou & Rezaei Nasab, 2014: 77-78). From Marx's viewpoint, social classes are formed based on people's various positions and tasks in the society's production structure. Two main factors play role in the formation of social class, i.e. agricultural production methods and production relations. Production relations generate the layers of major jobs in the society's economic structure. Whether someone is an owner or a serf, a worker or an employer, capitalist or worker is specified under the influence of production relations. In Marx's perspective, having different positions towards the means of production creates a conflict of interest among society members (Tamin, 1998: 7).

Emile Durkheim

Durkheim believed that the social solidarity's goal might be achieved according to ethics and justice, in case of modifying the division of labor in capitalism and freeing it from that anomie, class conflict, and forced inequality. Durkheim forecasted that the division of labor's natural evolution would decrease the abnormal cases. In his belief, the increases division of labor in traditional feudal and caste

systems had improved similar problems. The division of labor and its need for certain skills had eliminated prejudices based on which people in ancient times were simply assigned to high positions due to their aristocratic descent or religious superiority. Similarly, bases are necessary to be occupied just based on hereditary class privilege to occupy important positions in capitalist society.

Generally, Durkheim believed that society should be regarded as a whole and not as a conflicting bipolar system. However, Durkheim had to examine class and class conflict for describing the division of labor in the expanding industrial society. According to him, class conflict was an unnatural phenomenon and he stated, "If the division of labor generates conflict, it is either since the society is at a transition development stage or since the social order is in a vulnerable state. Influenced by Jean-Jacques Rousseau, [Henry de] Saint-Simon, and Auguste Comte, but reacting to Marx, Durkheim considered inequalities originating from assignment and hereditary status "abnormal". He supported the inheritance tax that could destroy a bunch of wealth. Nevertheless, unlike Marx, he did not hate the accumulation of capital and status, of course, when obtained due to work and effort and not as an inheritance. What was interested by Durkheim about the division of labor and inequality of status was concerning the humans' wonderful and complex abilities (Ghafari & Zakiani, 2019: 2-5).

Max Weber

By equating the concept of base with status, Max Weber attempts to propose it together with class, so that while distinguishing and separating political status (base) and social class, he reminds that each individual's social base, along with class and power are three main dimension of social stratification; however, he does not specify which of these three dimensions has priority. He reminds that if the individual has a high base, then he will have wealth, too (Khodabandelou, 1993: 43).

Based on Weber, the key sources of the formation of various databases are:

- The formation of a special lifestyle, particularly the type of job
- Inherited charisma as he result of the claim of a dignified position due to birth
- Hierarchy with an appropriate policy became exclusive by certain social groups

In Weber's belief, the feature of status refers to the way of life, the way of consumption, the way of living, clothing, marriage, and in short, a specific form of education in the broadest sense of the word. Although having diverse indicators, social status emphasizes the consumption method more. Status groups determine the marriage possibilities, too; since those with a single status select a spouse from among people of the same status. Moreover, status groups also determine job opportunities (Greb, 2014: 33).

The following sources can be listed for social status:

- An institutionalized social position like a job that may be a source of power and wealth, too; the degree of role-related status depends on factors like revenue, power, skill, and its importance for society, as well as the sacrifices and efforts necessary to obtain it.
- Assets related to societies with gross disparities in wealth; its reason is that wealth necessitates the merit of activity and effort.
- Power can also be a source of status and respect.

According to Weber, the political system as well as the distribution of power in the society is the third factor determining the social class. Typically, political parties refer to organizations playing a significant role in the distribution of power. Here, besides the social status, the individual's economic and political status becomes clearer. Like property, power is not an objective phenomenon that can be owned. Power may be an institutionalized position, like the president or a parent whose employee and child must obey, respectively. This power is related to a certain role and sometimes force, property, and individual characteristics like beauty, intelligence, charm, and personality can influence others (Tamin, 2017: 64-65).

Talcott Parsons

In investigating the criteria for determining social status, Parsons is also almost in line with Warner. In Parsons' belief, in any society, the relative moral judgment existing against various social groups is

the essence of stratification. According to Parsons, others' subjective judgments determine social strata. Thus, noble people and the honorable occupations enjoy a higher social base. Parsons classifies the social situations where a set of traits and occupations are prone to receive more value compared to other traits and occupations (Coser, 2009: 17). Parsons considers social status as the units' classification in accordance with the criteria of the common value system in a social system. Thus, every status system is an interpretation of the key values of society, in turn creating a hierarchy of positions, people's rewards, and everything else based on its own assessment bases. Social status stands for the social action's immediate and inevitable result. Social forces are creators and supporters of the created social relations, inevitably causing various social statuses. Hence, status difference refers to an inevitable form of social existence. In this regard, Parsons' theory is so abstract and general as the social systems' theory that it can be applied to all societies (Firouzian, 2016: 2-3).

Ralph Darndorf

Darndorf refers to four types of inequality in society:

1. Natural differences, appearance, personality, and interests
2. Distinction between positions of equal value (e.g., taxi driver, grocer, carpenter, forger, etc.)
3. Stratification based on status and wealth for classifying the social base
4. Stratification according to facilities

Darndorf emphasizes that inequality refers to the fourth point more. Darndorf rightly emphasizes that from the onset of the emergence of societies until present, no society can be found where people have been equal in terms of their needs and facilities to satisfy the needs (Roshe, 2011: 70)

Basically, this equality is not possible, since humans are naturally different from each other in terms of physical and mental abilities and exploit the environment and nature differently even under the same conditions.

Main Hypothesis

- There is a relationship between Tehran neighborhood assistant councilors' social status and work conscience.

In addition, given the different dimensions of social status, sub-hypotheses are extracted as below:

Sub-hypotheses:

- There is a relationship between Tehran neighborhood assistant councilors' gaining position and respect and their social status.
- There is a relationship between Tehran neighborhood assistant councilors' making revenue and wealth and their social status.
- There is a relationship between Tehran neighborhood assistant councilors' social value and importance and their social status.
- There is a relationship between Tehran neighborhood assistant councilors' job preference and their social status.

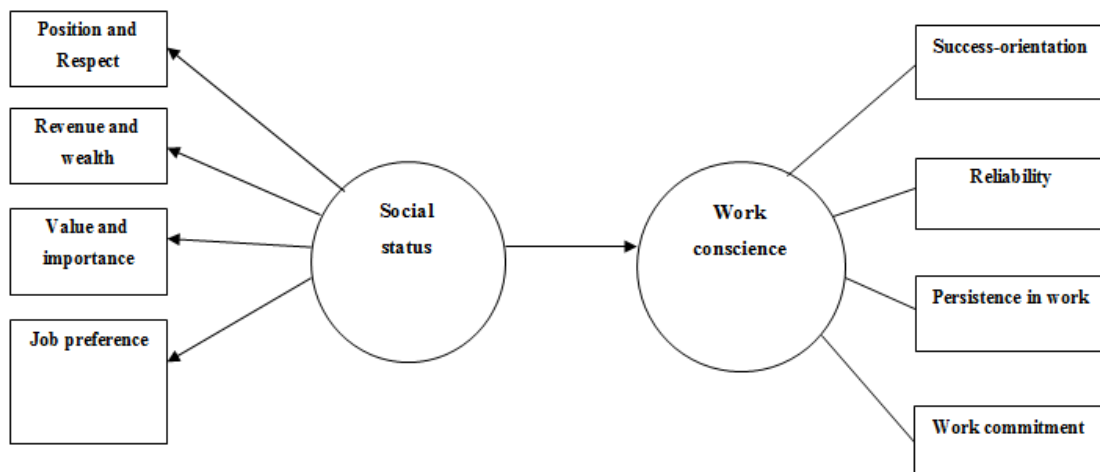


Figure (1): Theoretical model of the study

Table (1): theoretical framework

Description of hypothesis	Theorist's name	Hypothesis	Row
<p>According to Maslow, most of employees' emotional and belonging needs are satisfied through family relationships as well as their membership in groups outside and inside the work environment. In most cases, the one who has completed Maslow's hierarchy and satisfied his respect and status needs well acts with more work conscience in his work environment.</p> <p>According to Giddens, a wide range of unequal social statuses can be observed in today's societies, also related to work environments as well as dealing with work. From his perspective, as time goes by, with the expansion of the global economic system, both recognizing and eliminating inequality will be more difficult.</p> <p>According to Herzberg, motivational factors including success, sense of status, autonomy, responsibilities, health and growth, are the fundamental of developed jobs creating motivation in individuals through positive experiences related to work, such as the sense of responsibility and achieving success and fame, and giving the employees a greater role in planning and assessing the work.</p> <p>Marx has placed social status under the subject of social classes</p>	<p>Maslow</p> <p>Giddens</p>	- There is a relationship between Tehran neighborhood assistant councilors' gaining position and respect and their social status.	1
		- There is a relationship between Tehran neighborhood assistant councilors' making revenue and their social status.	2
	<p>Herzberg and Marx</p>	- There is a relationship between Tehran neighborhood assistant councilors' social value and importance and their social status.	3
		- There is a relationship between Tehran neighborhood assistant councilors' job preference and their social status.	4

Research Methodology

The present study has been conducted by field method and survey technique. Moreover, this is an applied survey in terms of purpose, broad in terms of scope, small in domain, and cross-sectional in terms of time. In this study, a researcher-made questionnaire was employed for collecting the required data. The initial questionnaire was tested prior to the start of the survey, the existing defects were eliminated by means of the obtained results, and the final questionnaire was prepared. To confirm the validity of the questionnaire, consultation and the opinions of relevant professors and experts were used, as well as the Cronbach's alpha test for confirming its reliability, and based on the alpha coefficient the reliability coefficient of all variables was higher than 0.7 after eliminating the items with low reliability coefficient.

Table (2): Reliability of the final questionnaire based on Cronbach's alpha coefficient

Alpha coefficient	Index	Variable
0.852	Gaining position and respect	Social status
0.793	Revenue and wealth	
0.842	Value and importance	
0.721	Job preference	
0.825	Success-orientation	Work conscience
0.814	Reliability	
0.712	Persistence in work	
0.746	Work commitment	

The statistical population of the present study included all Tehran neighborhood assistant councilors, who were around 3500 based on the latest statistics. Since it was not naturally possible to study all the residents' viewpoints, "sampling" method was employed to explain the studied people's perspectives, and 384 people were identified as the sample, selected, and studied as the representative of the statistical population based on Cochran's formula.

$$N = 3500 \quad t = 1/96 \quad P = 0/5 \quad Q = 0/5 \quad d = 0/05$$

$$n = \frac{\frac{(1/96)^2 \times (0/5)(0/5)}{(0/05)^2}}{1 + \frac{1}{3500} \left(\frac{(1/96) \times (0/5)(0/5)}{(0/05)^2} - 1 \right)} = 384$$

In this research, the two-stage random sampling method is used. In this way, a number of neighborhoods in Tehran were chosen by simple random sampling, and the final sample was extracted from each neighborhood randomly. After collecting the data, they were analyzed by means of SPSS and Smart PLS statistical software, and in this regard, appropriate statistical tests were employed to test the hypotheses.

Findings

Sense of Social Status

Table (3): Distribution of respondents based on their sense of social status and its dimensions

Mean	Very high		High		Average		Low		Very low		Social status components
	Percentage	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage	Frequency	
3.06	11.98	46	26.04	100	31.51	121	17.19	66	13.28	51	Gaining position and respect
2.26	00	00	12.76	49	28.65	110	30.73	118	27.86	107	Revenue and wealth
3.24	13.29	51	23.44	90	41.66	160	16.41	63	5.20	20	Value and importance
2.86	5.22	20	17.96	69	45.31	174	20.57	79	10.94	42	Job preference
2.85											Total social status rate

The variable of sense of social status and its components reveal that the highest average among the components of sense of social status is related to value and importance (3.24) and the lowest average is for revenue and wealth (2.26). The average of gaining position and respect is (3.06) and job preference (2.86) and the overall average of sense of social status is (2.85), i.e. lower than average.

Work Conscience

Table (4): Distribution of respondents based on their work conscience and its dimensions

Mean	Very high		High		Average		Low		Very low		Work conscience components
	Percentage	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage	Frequency	
3.43	15.63	60	40.62	156	24.74	95	9.38	36	9.63	37	success-orientation
3.15	13.02	50	27.35	105	25.26	97	31.51	121	2.86	11	Reliability
3.37	13.02	50	36.72	141	31.77	122	11.46	44	7.03	27	Persistence in work
3.42	21.35	82	23.43	90	42.45	163	5.22	20	7.55	29	work commitment
3.34											Total work conscience

According to the table of the work conscience variable and its components, among the work conscience components, the highest average is for success-orientation (3.43) and the lowest average is related to reliability (3.15). The average of persistence in work is (3.37) and that of work commitment is (3.42), and the overall average of work conscience is (3.34), i.e. higher than average.

Inferential Statistics

Checking the data distribution normality

There are prerequisites in order to use parametric tests, including the data normality. To check the normality of the factors, the single-sample Kolmogorov-Smirnov test is employed as follows.

H₀: The data have a normal distribution.

H₁: The data do not have a normal distribution.

Table (5): Kolmogorov-Smirnov test for determining the normality of research variables

Work conscience	Sense of social status	Citizenship culture	Social health	Social participation	Social responsibility	Religiosity	Micro scales
							Indicators
384	384	384	384	384	384	384	N
2.68	2.86	2.92	2.68	2.97	2.85	2.73	Kolmogorov-Smirnov values
0.89	0.17	0.24	0.91	0.24	0.16	0.92	Significance level (two domains)

Given the above table, it may be concluded that since the significance level values of all the research variables are larger than 0.05, the rest of the variables indicate the data distribution normality, and parametric tests can be used in order to analyze the research hypotheses.

Testing Hypotheses

Testing hypothesis: There is a relationship between neighborhood assistant councilors' gaining position and respect and their social status.

Table (6): Correlation coefficient of neighborhood assistant councilors' gaining position and respect and social status

Neighborhood assistant councilors' work conscience		
0.38	Relationship intensity	Gaining position and respect
0.001	Significance level	
384	N	

Testing hypothesis: There is a relationship between neighborhood assistant councilors' making revenue and their social status.

Table (7): Correlation coefficient of neighborhood assistant councilors' making revenue and their social status

Neighborhood assistant councilors' work conscience		
0.25	Relationship intensity	Making revenue
0.003	Significance level	
384	N	

Testing hypothesis No.: There is a relationship between neighborhood assistant councilors' social value and importance and their social status.

Table (8): Correlation coefficient of neighborhood assistant councilors' social value and importance and social status

Neighborhood assistant councilors' work conscience		
0.35	Relationship intensity	Social value and importance
0.001	Significance level	
384	N	

Testing hypothesis No.: There is a relationship between neighborhood assistant councilors' job preference and their social status.

Table (9): Correlation coefficient of neighborhood assistant councilors' job preference and their social status

Neighborhood assistant councilors' work conscience		
0.30	Relationship intensity	Job preference
0.001	Significance level	
384	N	

Structural Equation Model (Smart PLS)

To determine the intensity and examine the impact of different dimensions of social status on Tehran neighborhood assistant councilors' work conscience, a structural equation model has been employed. In this research, the study's structural equation models have been tested by means of structural equation modeling method. A two-step approach has been used in this part. I.e., after developing the theoretical research model, it is necessary to estimate the model, or in other words, the free parameters in the model, and analyze the model's partial and general indicators to determine whether the experimental data totally support the developed theoretical model or not. Unlike the variance-based method (software like AMOS, LISREL, and EQS), structural equation modeling using the Partial Least Squares regression (PLS) does not have the model's fit indices based on chi-square to check the theoretical model's degree of conformity with the collected data. It depends on the prediction-based nature of PLS. Thus, the fit indices developed along with this approach are related to the examination of the model's adequacy in predicting the dependent variables, like redundancy and communality indices or GOF index. These indicators indeed reveal the extent of the indicators for predicting their underlying structure for the measurement model, as well as the extent and quality of exogenous variables for predicting the endogenous variables of the structural model.

Conclusion

As mentioned, social status plays a significant role in guaranteeing any society's dynamism and efficiency. Since the presence of knowledgeable and efficient people with work conscience is the important prerequisite for the growth and prosperity of any society, growing and strengthening their motivation for progress generates energy and appropriately orients their behavior, interests, and needs in line with achieving specific and valuable goals. Besides, since social health plays a major role in functions in all personal, family, and social fields, correct and comprehensive planning in providing social status obviously seems necessary. Given the importance of the issue of relationship between different dimensions of assistant councilors' social health and work conscience, the current study investigates and analyzes the relationship between different dimensions of Tehran neighborhood assistant councilors' social health (gaining position and respect, revenue and wealth, value and importance, and job preference) as independent variable and their work conscience as dependent variable. The findings reveal a positive, direct, and significant relationship between all dimensions of social status and its total amount with work conscience of Tehran neighborhood assistant councilors. Meanwhile, the relationship between assistant councilors' gaining status and social respect and work conscience ($P=0.38$) has the highest correlation coefficient and the relationship between assistant councilors' revenue and wealth and work conscience has the lowest correlation coefficient ($P=0.25$). Moreover, social value and importance ($P=0.35$) and job preference ($P=0.30$) have a positive and significant correlation with assistant councilors' work conscience. Thus, it can be argued that the higher the level of social status ($P=0.32$) and its dimensions among the Tehran neighborhoods assistant councilors is, the higher the level of their work conscience will be. Hence, all the hypotheses of the present research are confirmed.

The present study's findings concerning the relationship between social status and work conscience are in line with those of Abaspour et al. (2016), Valikhani et al. (2017), and Archana (2017). All the aforementioned researchers found out the relationship between the dimensions of social status and work conscience in their research. Furthermore, the present research's findings are consistent with Marx and Durkheim's theories, both mentioning the role of social status or its dimensions in

enhancing work conscience and believing that social status increases work conscience through creating an atmosphere of trust and participation in society as well as increasing social acceptance and prosperity. Hence, social status is observed to be one of the key sources of work conscience among people, and work conscience rate increases with the increase in social capital in different dimensions. The collective activity and cooperation between people is made possible in the shadow of the realization of social status, thus preventing the people's self-interested behavior for their own benefit and to the detriment of the society in which they live as an effective factor in strengthening the sense of respect of people for each other's rights.

Social status in organizations enhances the employees' willingness to interact and cooperate, besides forming a network of trust-and-cohesion-based voluntary relationships between groups in various dimensions of social life, connecting people in the society like a binding, and preventing their separation and dispersion. Therefore, responsibility towards others, participation, observing the law, and generalism are achieved, each improving work conscience in turn.

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