



The Impact of Organizational Mindfulness on Organizational Development: Investigating the Mediatory Role of Organizational Culture

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Abstract:

The present study aims to investigate the impact of organizational mindfulness on organizational development. In this investigation, the organizational culture acts as a mediator variable. Given that the case study in this research focuses on the public sector, 141-member staff of Tehran's Organization of Education was selected as the statistical population. Using Krejcie and Morgan's table, 100 samples were chosen through proportionate stratified random sampling. As an applied study, the methods adopted by the current research were Descriptive and Correlational. The data collection instruments include observation, interviews, and a research-made questionnaire with acceptable validity and reliability. The survey answer format includes a five-point Likert scale (e.g., strongly disagree to strongly agree). The data were analysed by Descriptive and Inferential Statistical Methods. In the inferential analysis, tests of Pearson's and Spearman's Correlation Coefficients, Linear Regression Analysis, Analysis of Variance (ANOVA), and Structural Equation Modelling (SEM) were used. Also, SPSS and LISREL software were applied in the statistical hypothesis testing. Research findings indicated that organizational mindfulness affects organizational culture and organizational development as dependent variables. Furthermore, there is a significant relationship between organizational culture and organizational development. The most important findings of the research demonstrated that organizational culture meditates the relationships between organizational mindfulness and organizational development. Finally, the results obtained from research questions about the variable of organizational development proved that there is a direct significant relationship between the two features of respondent demography, namely staff's age and job experience, and the staff's readiness to accept organizational development. However, the results of Spearman's rho test for analyzing the relationship between the two variables of staff's education and organizational development illustrated that there is a reciprocal relationship. Since improving organizational development is one of the main objectives of the organizational behaviour field, the results of the current study can benefit top managers, especially, that of organizational behaviour and human resources.

Keywords: Organizational Mindfulness; Human Resources Management; Organizational Development; Organizational Culture; Organizational Change