

Identifying the Factors Affecting Employees' Procrastination

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Abstract

The aim of this study was to identify the factors affecting employees' Procrastination in Farhangian University of Zanjan province. The research method was mixed method (qualitative and quantitative). In qualitative section phenomenological method was used. In quantitative approach the researchers used survey method based on PLS and structural equation modeling. The statistical population consisted of managers, professors, and employees in Farhangian University of Zanjan. Purposeful sampling method was used in qualitative section to select 18 employees. In quantitative section, 124 employees were selected by stratified random sampling method. Data were collected through a semi-structured interview in qualitative section (18 employees). In quantitative section a 25-item questionnaire was used. In qualitative coding, 25 sub-categories and 5 main-categories were obtained. In the quantitative section, individual and personality characteristics, organizational and managerial factors, quality of work life, socioeconomic factors, and professional ethics were supported by factor loading and mean of extracted variance over 0.4, z coefficients over 1.96 and proper determination coefficients (R^2).

Keywords: procrastination, quality of work life, socioeconomic factors

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