Meta-analysis of effective factors on the consequences of organizational anomie (Case study of Islamic Azad University)

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(Communicated by Javad Vahidi)

Abstract

The purpose of this research was a meta-analysis of factors affecting the consequences of organizational anomie (the study of Islamic Azad University). For this purpose, after studying the research literature and identifying the factors affecting organizational anomie, they were classified and separated and the components were extracted. Based on the purpose, this research is among applied research and based on descriptive and exploratory nature. In terms of the method, the meta-analysis technique was used to extract the results, which is a type of qualitative study. In this research, articles published in domestic and Latin magazines have been used. In the first stage, 27 studies were collected from reliable databases including Google Scholar, Science Direct and other databases and those articles that had p-value; t-value and other statistics were separated from each other. This number was 25 acceptable articles that were used. According to the findings of this research, one of the most frequent factors affecting organizational anomie is the lack of common norms at work. The second factor is poor leadership and management. The unethical atmosphere in the workplace, social capital, negative attitude of employees towards their job, poor implementation of the employee socialization process and poor communication, organizational culture, the inability of the organization to show its true values, lack of meritocracy in the organization, lack of evaluation system Appropriateness, nepotism and discrimination, non-commitment of managers to the organization's values, technological turbulence, strategic invasion, central competitor and intensity of competition have also been identified as factors affecting organizational anomie. Finally, according to the research results, some suggestions have been provided.

Keywords: organizational anomie, Meta-analysis, Islamic Azad University
2020 MSC: 62P10

1 Introduction

The organization is a social phenomenon with defined limits and borders set up consciously to achieve common goals. By social phenomenon, we mean an organization is comprised of one or more people who interact with each other. Since the organization is a social phenomenon, patterns and norms followed by it should be coordinated in order to minimize ambiguity and confusion and ensure that chaos does not occur [30]. In fact, organizations, as social

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phenomena, may suffer from an anomaly, confusion, disorder, and chaos called organizational anomie theoretically [35]. In this condition, they are not able to clearly exhibit their actual values because of the lack of attachment to norms and the prevalence of the disorder. To Allport [5], such organizations suffer from a lack of vitality and social cohesion, especially guiding moral spirit, and they can be considered organizations promoting collapse. Hodson [15] believes that anomic organizations are those that fail to meet a minimum set of common workplace norms. Although some organizations may show the signs and symptoms of anomie, it is people who keep themselves aloof from each other and pave the way for making non-normative organizations [13]. In other words, order and norms are necessary for running an organization, and organizational patterns and norms determine mutual behavior among the members. Thus, coordination and balance can be realized only if such norms and patterns are followed [19]. In fact, norms are established to improve organizational conditions. Therefore, their existence can lead to conformity, order, integration, unity of action and cohesion in the organization and on the contrary, their absence can cause disintegration and chaos [27].

In the present situation, Iran is in the worst organizational anomaly condition. Many thinkers and experts in social issues believe that Iran is in a condition of anomaly. Weaken social order and cohesion reflect destructive social consequences due to our country's inappropriate implementation of economic policy [1]. Some experts are of the belief that such a condition may deteriorate [32]. In this regard, some issues have been addressed, including double anomie [22], economic anomie, as well as normative disruptions and deterioration of the social conditions and their relationship with malpractice [29]. This conception of social condition in Iran's society has encouraged researchers to study anomie, but anomie is a concept with ambiguity. Various conceptions and interpretations of the concept have been provided. Unfortunately, the idea of anomaly has been widely expanded so that it covers a wide range of social and psychological conditions: personal disorganization, cultural confusion, mutual distrust etc. In this regard, Mizrokhi [28] believes that there is more than one type of anomaly and the differential distribution of anomaly among different classes is related to the types of anomaly [32]. Anomic workplaces are usually stagnant, have no appropriate technology, and decline with reduced performance. Such environments are like a swamp where employees who lack dynamism and vitality suffocate and eventually lose their inner abilities, so become tired and frustrated people Failure to meet expectations over time, lack of space needed for growth and participation, type of work, organizational structure and environmental factors are some factors involved in the occurrence of mental and emotional problems in public organizations. These factors drown employees in the swamp of repetitive work and lack of motivation, which withers their talents and skills [35]. In other words, in this situation, disorder, conflict, instability of norms and, in some cases, anomalies are clearly visible. To put it differently, it can be said that since an organization is run based on orders and norms and organizational patterns and norms determine behavior in the interaction among employees, following them can cause balance and order in the organization. If organizational norms and values are not observed, the organization will suffer from an anomaly, which is called organizational anomie in the literature on organization and management [33]. Investigating feelings of anomie among the students should be taken seriously in solving this problem. Many consequences may arise due to the anomie in society. Behaviors such as hopelessness, absurdity, mistrusting others, and the people in charge are some of the consequences. Thus, in the problem statement, this point should be considered how people suffering from these negative feelings live in society, interact with others and influence other people or even how they bring up others in society in the future [17].

At present, Iran's universities face challenges in observing the ethics of science and internalizing academic and professional norms among students and the scientific environment [26]. Findings from researches and statistics reported in academic research show that the commitment and adherence to the scientific counter- norms and scientific norms, , failure to realize the minimum necessary elements and factors to form the scientific community and scientific norms in the country, lack of formation of supervisory and support institutions in the scientific community and consequently, failure to observe scientific standards and norms in the scientific community totally, low tendency towards scientism and commitment to academy values, failure to meet norms of scientific ethics, failure to accept scientific hierarchy by students and young graduates, and individualism, failure to observe moral norms and cultivate the spirit of acceptance of professors in students and pride in professors and students, lack of faculty and teaching staff and the dominance of education over research in the universities , problems in human agency and scientific development structures, low job satisfaction of university professors, low knowledge of scientific productivity and weakness in science production, and finally, the low capacity of the academic space are among the main challenges in higher education systems in Iran which prevent development and progress of science, the formation of the scientific community and fostering and promoting and internalizing academic norms. Investigating these conditions in Iran's universities shows that factors include lack of strategy and competition, the teaching of outdated and old scientific texts without paying attention to the needs of the business environment, academic orientation and lack of attention to the empowerment of students, being process-oriented instead of result-oriented and lack of organizational entrepreneurship have become disordered so that they are prone to the phenomenon of anomie. Since universities have a key role in development, anomic

conditions can cause irreparable harm. Observing regular organizational norms and patterns by the organization's experts can play an important role in improving the condition. Therefore, considering the importance of preventing the occurrence of organizational in this research, the meta-analysis of the effective factors on the consequences of organizational anomie (case study, Islamic Azad University) has been addressed.

2 Literature review

Shariati and colleagues [36] carried out a study to investigate the effect of organizational justice on employee belongingness, considering the mediating role of anomie and organizational trust in Yazd University of Medical Sciences. Their findings showed that organizational justice has a positive effect on organizational trust and belonging at work, but this effect is negative on organizational anomie. In addition, organizational trust has an inverse effect on organizational anomie, but this effect is positive on belonging at work. Organizational anomie has an inverse and significant effect on belonging at work. The results also show that organizational anomie cannot play a mediating role in the effect of organizational trust and organizational justice on belonging at work, but organizational trust plays a mediating role in the effect of organizational justice on belonging at work. Vahdati and colleagues [38] conducted a study entitled "Designing an Organizational Anomie Model Using a Fuzzy Interpretive Structural Modeling Combined Approach" (Study Case, Khorramabad City Government Organizations). The statistical population of the research included all managers of the executive bodies of Khorramabad city. 21 people were selected in the qualitative phase using purposive sampling, and 55 people were selected in the quantitative phase using convenience sampling. Qualitative data were analyzed using the database method, by which 9 main factors in the formation of organizational anomie were identified. In the quantitative part, the organizational anomie model was designed in four levels using fuzzy interpretive structural modeling. Mismanagement was clarified to be the main effective factor in the formation of organizational anomie in the fourth level of the model. Normative ambiguity and inability to motivate employees were placed in the third level. Lack of stability of management, weakness in performance management, the inefficiency of the communication system as well as lack of change capacity in the organization took the second level. Inefficiencies of the government management system and high job security took the first level.

Abdi and colleagues [3] did a study entitled "identifying and prioritizing effective factors on the organizational anomie of departments of sport and youth using interpretive structural modeling (ISM)". The results obtained by the model showed that the effective factors on organizational anomie occur on two levels. In the first level came inefficient human resources, discrimination in the organization, traditional managers, weak professional ethics, inappropriate organizational culture, inappropriate appointments and inappropriate leadership and management style. In the second level came dependence on the government. In their case study, Navabakhsh and Noorianfar [31] investigated the effective factors on the political anomic feeling of citizens of Ilam province. The results obtained from Hypothesis one showed that there is a significant relationship between economic acceleration and industrialization and the feeling of politics. The relationship between religious cohesion (commitment) and the feeling of anomie in hypothesis two was significant as well. Hypothesis three showed a significant relationship between the feeling of unfairness of the rules and the feeling of anomie. A significant relationship was found in hypothesis four between individualism and the feeling of political anomie. The relationship between secularism and the feeling of political anomie was not significant in hypothesis five. In hypothesis six, a significant relationship was shown between social and economic base and the feeling of anomie. Hypothesis seven showed a significant relationship between political solidarity and the feeling of anomie.

Sefidchian et al. [34] conducted research aimed at investigating a model of organizational anomie and the effective factors in its creation. Using qualitative methodology, this research has revised and modified the model extracted from sociology and management literature by analyzing the descriptive and inductive content of interviews with academic experts (15 interviews using judgmental and snowball sampling methods). Five dimensions were identified for organizational anomie in the final model: Non-adherence to norms, conflict in norms, weak norms, ambiguity in norms and lack of norms. According to the findings, both institutional variables and many intra-organizational variables have a role in creating an anomic space (15 variables) that can be related to various areas, especially culture and strategy. Mousavi and colleagues [30] identified and prioritized the effective factors for the creation of organizational anomie in government organizations. They used a combined method in their comparative-inductive research. The statistical population of the research was the middle managers of government organizations in Khor city. 25 out of this number have been selected as sample members using the purposive sampling method. The results obtained by them can be divided into two parts. In the first part, a set of effective factors for the creation of organizational anomie is identified, and in the second one, the importance and priority of these factors are determined. Their results showed that effective factors on organizational anomie include: the organization's inability to show its true values, the lack of common norms at work, the negative attitude of employees towards their jobs, the poor implementation of the socialization

process of employees, the lack of meritocracy in the organization, the existence of discrimination in the organization, and managers' lack of commitment to the organization's values.

Karami and Edrisi [20] carried out a study on effective social components of organizational anomie. The mean and standard deviation of the moral gap among citizens are 2.49 and 1, respectively. Pearson correlation coefficient test has a significant relationship between social factors and the moral gap. Unfavorable social conditions increase organizational anomie, and conversely, favorable conditions reduce it. In their research entitled "social anomie and organizational anomie: validation of a theoretical model among Brazilian workers", Formiga and collogues [12] came to the conclusion that the organizational processes do not exist in an isolated way in an organization. Such understanding offers a new perspective for research and intervention in the organizational context, highlighting the organization's culture as an important phenomenon to be evaluated in human behavior in organizations. Jahanshahi and Dehghani [16] conducted a study entitled "anomie in public organizations: How can the quality of work life help?" The results of their study showed that the quality of work life (QWL) significantly influences employee behavior in government organizations. Abreu and collogues [4] conducted a study entitled "the effect of anomie and organizational commitment on turnover intention in organizations". The results showed that anomie exerts a negative influence on commitment and a positive one on intention to leave the company. Choi and colleagues [6] did research entitled "the effect of employees' perception of CSR activities on employee deviance: the mediating role of anomie" The results suggest that methodological considerations of CSR awareness enhancement at the company level be discussed more in-depth, helping top management and middle managers understand that enhancing employees' positive perceptions of CSR activities should be the first priority for reducing collective normlessness under the pressure of goal attainment and resolving ethical conflicts among employees.

The galloping increase of such transformations in developing countries has added to the formation and escalation of social problems among people in society, especially students and those in educational environments. In the meantime, anomie as a social problem arises from the conditions that are the result of such a galloping increase and existing disorders in society. In anomic conditions, non-compliance with moral and social rules arises due to the weakness in the governance of norms, conflict among them and even the emergence of areas without clear norms. Thus, patterns are not good guidelines for social behavior. In other words, in this condition, disruption, conflict, instability of norms and in some cases, the anomaly can be seen easily. Moreover, the tendency to show abnormal behaviors makes social and economic development and the formation of a stable society empty of tension impossible and endangers any planning and social and economic development. In fact, every society structurally may face some problems. To mend such problems depends on knowing them scientifically. As you know, most of the sociological theories related to deviations and social problems have been built according to the needs of the structural and cultural situation of western societies. Therefore, these theories should be modified and adapted in order to analyze the problems of our society as a developing society- not a traditional one in the conventional sense or a modern one. In most research in Iran, the effect of anomie in individual situations has been emphasized, and it has been attempted to show how anomie can influence social order and lead to committing crimes. In general, no macro-level research has been conducted on anomie in Islamic Azad Universities in Iran and the effective factors on the anomalies which arise from them. Anomie, its causes and consequences have always been addressed in the academic circles and scientific publications of the country. In fact, a dramatic fate ruled Iran's universities during the past decade, a fate filled with "forced retirement of professors, deprivations for students, imposition of the new educational syllabus by officials, young people waiting in the post-secondary education queue, exclusion of girls from studying in certain fields, entrusting the only non-governmental university center to closer groups, the power of appointed university presidents for recruiting professors without consulting with the academic body of the university, arbitrary distribution of funds from the government to universities as well as the neglect of organizations and all other things that led to university anomie in the recent years". Thus, this research is to conduct a meta-analysis of effective factors on the consequences of organizational anomie. To achieve the research purposes, the following questions were investigated:

1. What are the effective factors of organizational anomie?
2. Which of the identified factors has a greater impact on organizational anomie?

3 Methodology

The present research is designed based on the research objective, which is meeting human needs and improving and optimizing tools and methods of development and welfare and comforting and improving the level of human life. It is exploratory-descriptive by nature because exploratory designs are an inherent feature of qualitative research. It is also descriptive since the researcher tends to describe the issue, and the results obtained will be used in decision-making and policy-making, which are impossible to occur without being aware of social conditions, tendencies, traits,

variables and effective factors. The results were obtained using the meta-analysis technique. Qualitative meta-analysis is an attempt to conduct a rigorous secondary qualitative analysis of primary qualitative findings. In this research, at first, 84 sources on the design and presentation of the model were extracted from reliable databases, including Google Scholar and Science Direct. 47 of them were not aligned with the current research in terms of time (2005 to 2022) and were excluded. Then, 37 articles were approved because of their specifications. The abstracts of 37 articles were also confirmed, considering their titles. Then, those articles with p-value, t-value and other statistics required for meta-analysis in this research were separated. In general, the probability of the p-value can be calculated based on the type of hypothesis test for parameter θ, where the hypothesis test is as follows:

$$\begin{cases} H_0 : \theta = \theta_0 \\ H_1 : \theta > \theta_0 \end{cases} \tag{3.1}$$

The probability value is calculated as follows:

$$p - value = P_{\theta_0}(X \geq x) \tag{3.2}$$

And if the hypothesis test is:

$$\begin{cases} H_0 : \theta = \theta_0 \\ H_1 : \theta < \theta_0 \end{cases} \tag{3.3}$$

Then, the probability value will be:

$$p - value = P_{\theta_0}(X \leq x) \tag{3.4}$$

If the hypothesis test is:

$$\begin{cases} H_0 : \theta = \theta_0 \\ H_1 : \theta \neq \theta_0 \end{cases} \tag{3.5}$$

Then, the probability value will be:

$$p - value = 2 \min(P_{\theta_0}(X \leq x), P_{\theta_0}(X \geq x)) \tag{3.6}$$

The assumptions related to the t-value test will be written as follows:

$$\begin{cases} H_0 : \mu_A = \mu_B \\ H_1 : \mu_A \neq \mu_B \end{cases} \tag{3.7}$$

The test statistic for the paired or dependent sample t-test is written as follows:

$$T = \frac{\overline{d}}{\frac{s}{\sqrt{n}}} \tag{3.8}$$

where, $\overline{d}$ is the average of the differences between two variables (before and after the effect). This statistic has a t distribution with $n - 1$ degrees of freedom. In addition, ss shows the standard deviation of d. here we have:

$$d_i = x_{i_A} - x_{i_B}, \quad i = 1, 2, ..., n \tag{3.9}$$

thus, $\overline{d}$ and ss can be calculated as below:

$$\overline{d} = \frac{1}{n} \sum_{i=1}^{n} d_i$$

$$s^2 = \frac{1}{n-1} \sum_{i=1}^{n} (d_i - \overline{d}) \tag{3.10}$$

Twenty-seven articles were accepted; of them, 25 were finally approved and used to analyze data.

4 Findings

In the present research, 15 components were extracted from 25 articles to design a meta-analysis model of effective factors on the consequences of organizational anomie using a meta-analysis approach in the form of a case study of Islamic Azad University. It was found that one of the most frequent components of the effective consequences on organizational anomie was the lack of common norms at work, shown by symbol d with the 12 frequencies. It was confirmed with a P-value less than 0.05 ($p < 0.05$) and a t -a value above 1.96 at the 95% confidence level. It was considered one of the most effective components of the organizational anomie model. The second component was poor leadership and management, which had a frequency of 10. It was confirmed with a P-value less than 0.05 ($p < 0.05$) and a t -a value above 1.96 at the 95% confidence level. It came second by priority and importance after the component of lack of common norms at work.

The next component was the unethical situation at work. It had a frequency of 7 and was confirmed with a P-value of less than 0.05 ($p < 0.05$) and a t-value above 1.96 at the 95% confidence level. The social capital component as another component of the organizational anomie consequences model was extracted with a frequency of 6. It was confirmed with a P-value less than 0.05 ($p < 0.05$) and a t-value above 1.96 at the 95% confidence level. Then came negative attitudes of employees towards their jobs with a frequency equal to 4, poor implementation of the socialization process of employees and poor communication as well as organizational culture with a frequency of 4. It should be noted that these components were confirmed with a P-value less than 0.05 ($p < 0.05$) and a t-value above 1.96 at the 95% confidence level.

The component of the organization's failure to show its real values, the lack of meritocracy in the organization and the lack of an appropriate evaluation system were coded, all of which had a frequency of 3. They were confirmed with a P-value of less than 0.05 ($p < 0.05$) and a t-value above 1.96 at the 95% confidence level. The components of nepotism and discrimination, managers' non-commitment to the organization's values, and the technological turbulence in general with a frequency of 2 repetitions were other effective components of organizational anomie, with a P-value of less than 0.05 ($p < 0.05$) and a t-value above 1.96 at the 95% confidence level. Finally, the components of the effectiveness of the strategic attack and the central competitor and the intensity of the competition had a frequency of 1. They were confirmed with a P-value of less than 0.05 ($p < 0.05$) and a t-value above 1.96 at the 95% confidence level.

4.1 Presenting the model of effective factors on the consequences of organizational anomie

In this section, the classification of the effect sizes and the design of the meta-analysis model of the effective factors on the consequences of organizational anomie with the meta-analysis approach in the form of a case study of Islamic Azad University have been addressed.

When means and standard deviations are reported in studies, the effect sizes should be estimated from standardized mean differences. A standardized mean difference index can be built using the standardized mean difference, which is obtained by dividing the mean difference in each study by its standard deviation:

$$d = \frac{\overline{x}_1 - \overline{x}_2}{s} \tag{4.1}$$

where, $\overline{x}_1$ is the mean of the first group, $\overline{x}_2$ is the mean of the second group, and s is the common standard deviation of the two groups. In studies where a correlation between two continuous variables was reported, correlation by itself can be used as an index of effect size. These correlation coefficients are converted into a standard score to make these correlation coefficients or effect sizes equal and compare them with each other. For this aim, the relationship (4.2) can be used:

$$z = 0.5 \times \ln\left(\frac{1 + r}{1 - r}\right) \tag{4.2}$$

Since there is a high dependence of the variance on the correlation coefficient, the correlation coefficient itself is used less as the effect size in the meta-analysis. Effect sizes are reconverted to correlation coefficients for reporting. These correlation coefficients are converted into a standard score in order to equalize them and compare them with

each other. In studies where two continuous variables are reported, the correlation coefficient itself can be used as an effect size index.

According to the investigations, in all the accounting research conducted with the meta-analysis method, the effect size correlation indices have been used. In other words, these researches were those that followed the direction and relationship of specific variables. Researchers convert Z, P-Value, chi-square, F and t statistics, which express the correlation between variables, into a common scale called effect size (ESR). As an instance, For example, Lipsey and Wilson [23] have proposed the following relationship to convert correlation statistics (F, t and chi-square) into the effect size:

$$ES_r = \frac{t}{\sqrt{t^2 + df}}$$

$$ES_r = \sqrt{\frac{x^2}{N}}$$

$$|ES_r| = \frac{\sqrt{F}}{\sqrt{F + n_1 + n_2 - 2}} \tag{4.3}$$

In the next stage, the mean of the effect size should be calculated. Arithmetic mean is possible to calculate if the distribution of correlation coefficients is normal. However, due to the non-normality of the effect sizes, they should be converted to Fisher's z using the relationship (4.4):

$$ES_{Z_r} = 0.5 \log_e \left[\frac{1 + r}{1 - r} \right] \tag{4.4}$$

Then, the homogeneity of effect size is tested. If the effect sizes are homogeneous, the effects are combined together. Otherwise, the studies are divided into subgroups based on the key variables that probably cause the population effect size variance. This method continues until the studies in classes are homogeneous, and no variance of the determining effect size remains.

Table 1: Components with an absolute value of the effect size less than 0.3 (low)

Effect size less than 0.3		
Code	Component	Effect size
d	Lack of appropriate evaluation system	0.225
i	Competitor orientation and the intensity of the competition	0.221
o	Organizational culture	0.169
d	Lack of common norms at work	0.222
n	Non-commitment of the managers to organizational values	0.143
	Frequency of effect size less than 0.3	N=5

According to the findings of the present study and the final result in the conclusion section, impact sizes and impact sizes can be investigated and classified. Tables 1, 2 and 3 show the frequency distribution of effect size classes.

Table 2: Components with the absolute value of the effect size from 0.3 to 0.5 (medium)

Effect size from 0.3 to 0.5 (medium)		
Code	Component	Effect size
b	The unethical situation at work	0.304
c	The inability of the organization to show its real values	0.396
h	Nepotism and discrimination	0.354
k	Effectiveness of strategic aggression	−0.325
	Effect size from 0.3 to 0.5 (medium)	N=4

Table 4 shows the frequency distribution of each component based on the categorized class. As seen, 5 components (33.3%), 4 components (26.7%) and 6 components (40.0%) were respectively classified in the impact intensity categories of less than 0.3, between 0.3 and 0.5 and 0.5 and higher.

Table 3: Components with an absolute value of the effect size equal to or higher than 0.5 (high)

Effect size equal to or higher than 0.5 (high)		
Code	Component	Effect size
a	Poor leadership and management	0.618
e	The negative attitude of employees towards their jobs	0.537
f	Poor implementation of the socialization process of employees and poor communication	0.714
g	Lack of meritocracy in the organization	0.624
j	Social capital	0.598
m	Technological turbulence	0.812
	Effect size equal to or higher than 0.5 (high)	N=6

Table 4: Frequency distribution of effect size classes

Changing amplitude	Frequency	Frequency percentage
Less than 0.3 (low)	5	3.33
Between 0.3 and 0.5	4	26.7
0.5 and higher (high)	6	40.0
Total	15	

4.2 Designing a meta-analysis model of effective factors on the consequences of organizational anomie using a meta-analysis approach

In this section, after extracting and confirming 15 components obtained from quantitative articles of domestic and foreign studies, a model 1 is provided for meta-analysis of effective factors on the consequences of organizational anomie using a meta-analysis approach in the form of a case study of Islamic Azad University. It should be noted that this model is designed based on effect size as one of the outputs of meta-analysis using CMA version 3.

5 Discussion and Conclusion

- Lack of common workplace norms is one of the most frequent factors affecting organizational anomie that is confirmed as a very effective component in organizational anomie by [4, 6, 11, 12, 16, 24, 25, 27, 30, 34, 37, 39]. This factor has only been refused by Eskandari et al. [9]. Lack of common norms in the organization and disestablishment of these common norms ends in anomie and disorder in an organization.

- The second factor, poor leadership and management with a frequency of 10, is identified as a factor affecting organizational anomie by [2, 8, 16, 18, 21, 30, 35, 39]. This component comes second in terms of significance and frequency after the lack of common workplace norms. Poor leadership and management, among the most effective factors in organizational anomie and disorder, can contribute to organizational disorder and anomie if the managers and leaders in an organization disrespect rules and regulations, fail to meet the organizational procedures, and their mismanagement also becomes a reason for inadequate implementation of rules and regulations.

- The following factor is immoral space in the workplace with a frequency of 7, which is confirmed by [4, 6, 8, 26, 34, 35]. Immoral space in the workplace makes it prone to immoral factors and inconsistencies so that employees turn to immoral behavior and organizational deviations; thus, moral problems, abnormality, and organizational anomie will increase.

- Social capital with a frequency of 6 is another component identified by the organizational anomie consequences model and confirmed by [2, 4, 6, 7, 14, 39]; Also, the findings of this research identified it as a factor affecting organizational anomie in line with those studies. Social capital in an organization helps employees and all individuals within the organization trust co-workers, managers, units, etc., in such a way that regular activities are followed away from chaos; however, inadequate social capital in the organization increases organizational anomie.

- Negative employee attitude to their work is a factor with a frequency of 4, confirmed and identified as a factor affecting organizational anomie by [9, 30, 34, 37]. The negative employee attitude to work, organization, co-workers and the workplace causes them to disrupt order and regulations in the organization by their behavior in the workplace, the employees also turn to indiscipline, and therefore organizational anomie occurs.
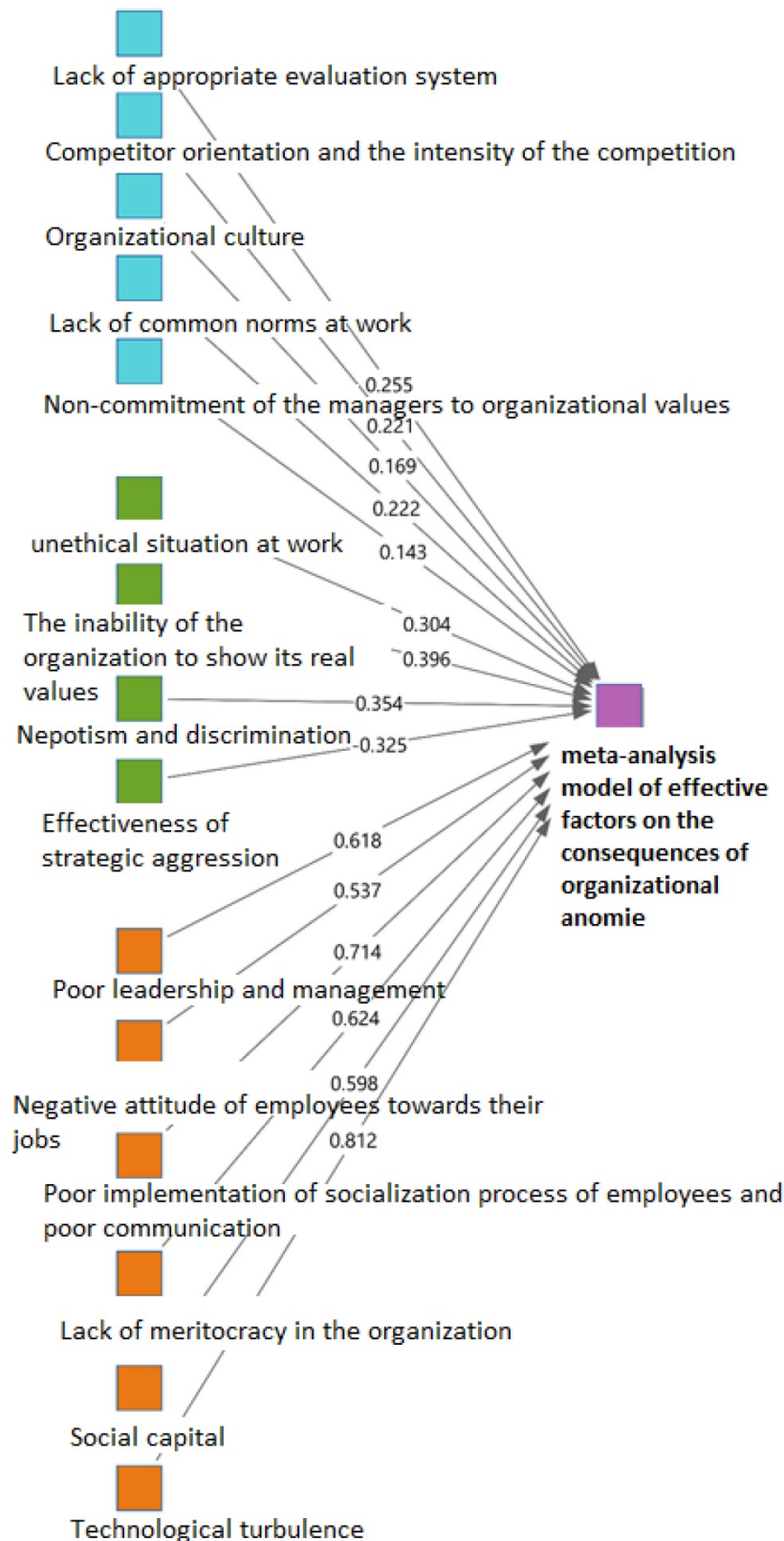
Figure 1: Proposed model for the meta-analysis of effective factors on the consequences of organizational anomie using a meta-analysis approach in the form of a case study of Islamic Azad University

- Poor implementation of the employee socialization process and poor communication have a frequency of 4 and are also confirmed as a factor effective in organizational anomie by [8, 9, 30, 34]. Weakness in the socialization

process of employees and poor communication hinder employee familiarity with actual organizational conventions and lead employees to violate and disobey the organizational conventions in their work, and this contributes to organizational anomie. Also, ineffective organizational communication and the absence of constant and constructive interaction between individuals and organizational employees struggling with conflict and confusion help organizational anomie and abnormality happen.

- Organizational culture, with a frequency of 4, is confirmed as an influential factor in organizational anomie by [10, 11, 20, 33]. If the organizational culture is poor and subcultures are dominant in an organization and do not move to fulfill the general culture of the organization and its goals, then the organization's conventions, beliefs, attitudes, and opinions of employees become disrupted, and finally, organizational anomie and abnormality occur.

- Inability of the organization to exhibit its actual values with a frequency of 3 is confirmed and identified as a factor impacting organizational anomie by [9, 20, 30]. If an organization fails to exhibit its actual values, the values are not determined to fulfill its goals and adherence to these values is neglected; the organization will suffer from anomie and abnormality.

- Lack of meritocracy in the organization with a frequency of 3 is confirmed as an impacting factor in organizational anomie by [8, 9, 30]. In an organization where meritorious selection and meritocracy are not considered, unqualified employees are in charge; occupational path development is omitted for employees, then the employees become unmotivated and burnout as a result of incapable individuals being in charge, disrespect one another and the organization and attempt to violate the organizational rules and regulations, therefore the organizational anomie increases.

- The absence of an evaluation system with a frequency of 3 is confirmed as a factor affecting behavioral abnormality by [8, 9, 30]. In an organization where the employee performance is not evaluated properly, and the employees are not encouraged and punished based on their performance, they find the organization a place for procrastination and delay, and therefore anomie and abnormality increase within the organization.

- Nepotism and discrimination with a frequency of 2 are other effective components in organizational anomie that are confirmed and considered as factors affecting organizational anomie by [8, 17]. When there is discrimination in an organization and the employees, and members of an organization are in charge of their family relations and nepotism, the organization will face difficulty in its functions; the employees become indifferent to meeting rules and regulations and evade doing their occupational duties utilizing discrimination and nepotism; thus disorder and anomie dominate the organization.

- Lack of management commitment to organizational values with a frequency of 2 is another component affecting organizational anomie, which is confirmed and considered by [14, 20]. If managers are disloyal to the organization and its goals, do not make any effort to fulfill the organizational values, and neglect the organizational goals and instead attempt to reach their individual goals, they contribute to organizational anomie; thus, organizational abnormality and anomie will be observed.

- Technological turbulence with a frequency of 2 is confirmed and considered as another component affecting organizational anomie by [18, 39]. Technological variations and deconstructive changes in the organization will make the technologies unknown to many individuals and workers in the organization. As a result, they face difficulty in fulfilling their occupational duties, cause turbulence and unrest and generally contribute to organizational anomie and disorder.

- Strategic invasion impressiveness with a frequency of 1 is confirmed and identified as a factor affecting organizational anomie by [10, 16]. Strategic and intrusive invasion by competitors, employees, knowledge, technology, etc. will trouble the organization in achieving its goals, so abnormality and anomie predominate within the organization.

- Competitor-orientation and competition intensity with a frequency of 1 is confirmed and identified as a factor affecting organizational anomie by [10, 16]. If the employees are involved with unhealthy competition and envy in an organization and start competing with others fulfilling organizational affairs in an unhealthy way, the organization will experience chaos and disorder; employees attempt to compete and violate rules and regulations and cause the organization to suffer from anomie.

Acknowledgment

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