عنوان فارسی مقاله:
سازمان یک "شکل از زندگی" است: شخصیت سازمانی، رضایت شغلی و عملکرد مطمئن اپراتورهای قطارهای سریع السیر

عنوان انگلیسی مقاله:
Organization is also a “life form”: Organizational-level personality, job satisfaction, and safety performance of high-speed rail operators

توجه!
این فایل تنها قسمتی از ترجمه میباشد. برای تهیه مقاله ترجمه شده کامل با فرمت ورد (قابل ویرایش) همراه با نسخه انگلیسی مقاله، اینجا کلیک نمایید.
5.2. Practical implications

Previous studies have demonstrated that activities such as in-corporate feedback, job and work design, and goal setting exercises are effective measures to improve operators’ safety beliefs (Newnam et al., 2014, 2017). The findings of this research also suggest that organizations not only need to focus on the personality of the organization, but also improve their job satisfaction. On the one hand, different HSR operators may have different personality traits, but when these different operators enter an organization and work together, they can form a relatively homogeneous organizational-level personality. It is important to determine which organizational-level personality improves safety performance. Specifically, extraversion, agreeableness, and conscientiousness can be considered important organizational-level personality factors, with HSR operators in such organizations being prone to receiving more consistent signals about organization goals (such as safety), thus improving their safety performance. Therefore, HSR organizations should attract, select, and retain employees with these personality traits. The results also allow for a greater understanding of the mediating mechanism between organizational-level personality and HSR operators’ safety performance. It appears evident that job satisfaction is useful for predicting HSR operators’ safety performance. After selecting the right HSR employees, organizations should pay at-ention to improving their job satisfaction; the more positive the emotions they experience, the better the safety performance they will achieve.