



ODEM II

Die Diagnose der soziomoralischen Atmosphäre in Unternehmen (SoMoA)

Konstruktion eines Organisationsdiagnoseinstruments zur Analyse von Bedingungen für die Förderung prosozialer und moralischer Handlungsbereitschaften

Förderung durch Tiroler Wissenschaftsfonds (TWF) sowie Eigenmittel

Laufzeit: Jan. 2010 – Dez. 2011

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Agenda ODEM II – Soziomoralische Atmosphäre



Theoretical background (Definitional framework, aims, hypotheses)



Methods / results



Discussion (Implications, limitations, objections)

Publikationen:

Pircher-Verdorfer, A., Weber, W.G. & Seyr, S. (2008). Die Analyse der Soziomoralischen Atmosphäre als Bestandteil des Organisationsklimas. *Wirtschaftspsychologie* 10 (4), 91-103.

Pircher-Verdorfer, A. (2010). Das soziomoralische Klima als Bestandteil des Organisationsklimas (unveröff. Diss.). Innsbruck: Leopold-Franzens-Universität, Fakultät für Psychologie und Sportwissenschaft.

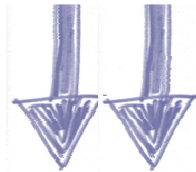
Pircher-Verdorfer, A., Weber, W. G., Unterrainer, C. & Seyr, S. (2012). The socio-moral climate concept. A contribution in exploring effects of the ethical context in organizations. *Economic and Industrial Democracy*. DOI: 10.1177/0143831X12450054

Wuestewald, Todd (2012). The structural relationships among employee participation, sociomoral climate, engagement, and civic attitudes in a police context (unpubl. PhD thesis). Norman, OK: Faculty of the Graduate College of the Oklahoma State University.

SMC (Socio-moral Climate): Definition

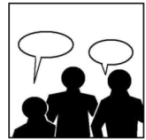


Element /sub-area of organisational climate



“specific criteria of organisational structure and organisational practices, in particular communication, teamwork, collective problem-solving, decision-making as well as leadership, **which form a field of socialisation for prosocial, democratic, and moral orientations**” (Weber et al., 2008, p.2).

Sociomoral Climate: Components



Open confrontation of the workers with social problems, contradictions, and conflicts



Reliable/constant appreciation, care, and support



Open and free communication & Participative cooperation



Trust-based assignment and allocation of responsibility



Organizational respect for the individual

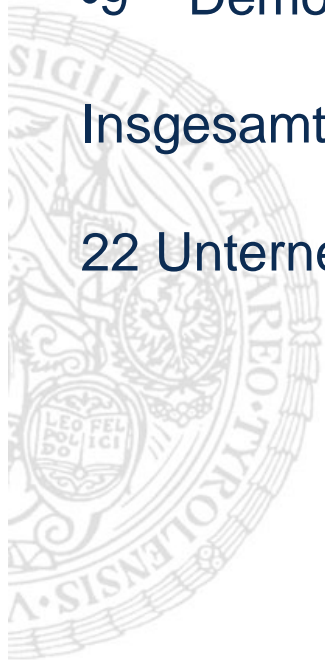
ODEM II Sample: SoMoA-Fragebogen Reliabilitätsprüfung



- 13 hierarchisch strukturierte Unternehmen (N=340)
- 9 Demokratisch strukturierte Unternehmen (Genossenschaften) (N=192)

Insgesamt:

22 Unternehmen (mit N=523 befragten Arbeitenden)



CFA SoMoA 3.0 (Weber, Pircher-Verdorfer & Seyr, 2010)



Component	REL	AVE
Open confrontation of the workers with conflicts	0,90	0,51
Reliable appreciation	0,87	0,50
Open communication and participative cooperation	0,92	0,52
Allocation of responsibility	0,78	0,32
Organizational respect	0,88	0,51

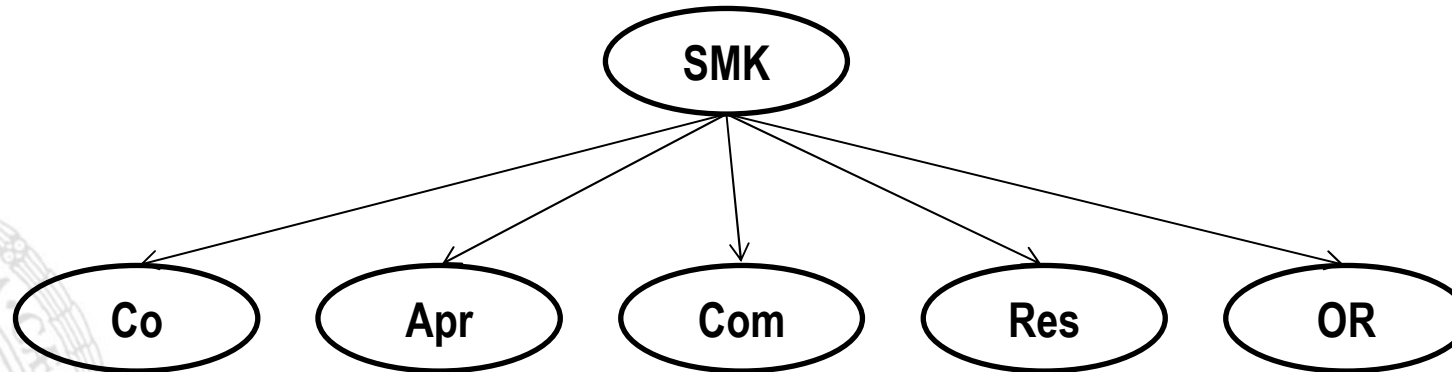
REL= composite reliability

AVE= average variance extracted

		Mittelwert	T	p
SMA Gesamt	Mdem	3,78	8,515	,000
	Mkonv	3,25		
offener Umgang mit Konflikten	Mdem	3,71	8,627	,000
	Mkonv	3,08		
Wertschätzung	Mdem	4,03	5,300	,000
	Mkonv	3,65		
Kooperation	Mdem	3,57	9,225	,000
	Mkonv	2,90		
Verantwortungszuweisung	Mdem	3,84	7,077	,000
	Mkonv	3,42		
Org. Rücksichtnahme	Mdem	3,91	6,920	,000
	Mkonv	3,43		

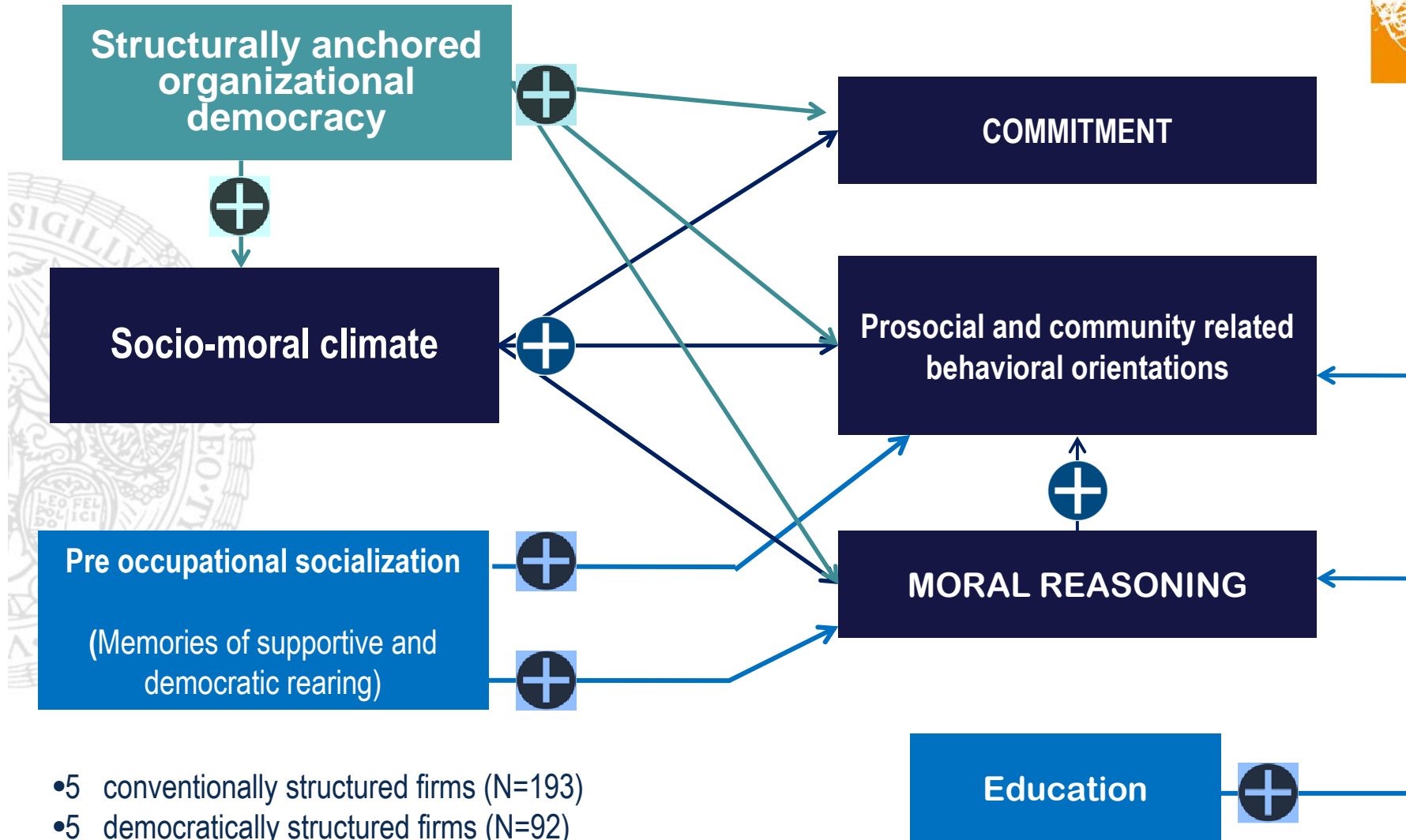
Tabelle 31: Demokratiegrad und soziomoralische Atmosphäre (Pircher-Verdorfer, 2010)

SMC → g-factor (SoMoA 3.0; Weber, Pircher-Verdorfer & Seyr, 2010)



Components	Items	χ^2	df	p	TLI	CFI	RMSEA
5	42	1906,84	801	0.00	.910	.916	.051

Hypothesen ODEM II - SoMoA



- 5 conventionally structured firms (N=193)
- 5 democratically structured firms (N=92)

Measures



Org. Democracy

POPD

(Weber, et al., 2008)

SMC

SomoA

(Weber, Pircher-Verdorfer, & Seyr, 2008)

Memories of supportive and democratic rearing

(Schuhmacher et al. 1999; Weber et al., 2009)

COMMITMENT

Organisationales Commitment (Felfe et al., 2001 accord. to Allen & Meyer, 1990)

- affective commitment
- normative commitment

Prosocial and community related behavioral orientations

Prosocial work behavior

(Staufenbiel & Hartz, 2000, according to Konovsky & Organ, 1996; Podsakoff, Ahearne & MacKenzie, 1997)

Solidarity at work (Flodell et al., 2004)

Democratic engagement orientations

(Bibouche, 2003)

Moral reasoning

MJT (Lind, 1978-2009)

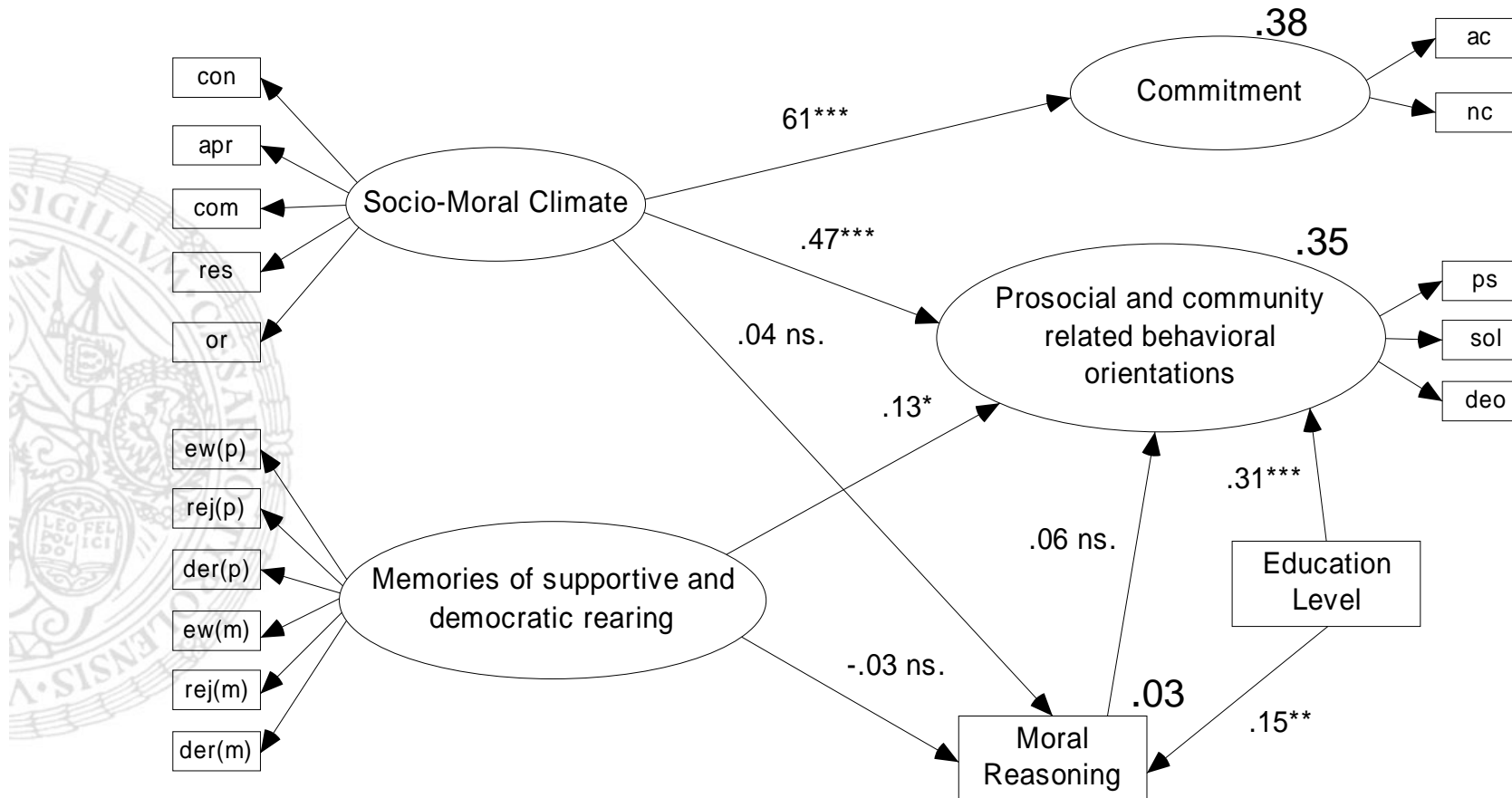
Measures



Latent Variable	Indicator scales	Items	χ^2	df	TLI	CFI	RMSEA
Socio-moral climate	5	42	1504,662	802	.905	.911	.056
Prosocial and community related behavioral orientations	3	30	754,622	391	.823	.841	.057
Organizational commitment	2	12	130.914	53	.917	.933	.073
Memories of supportive and democratic rearing	6	38	1311,298.	631	.921	.929	.062

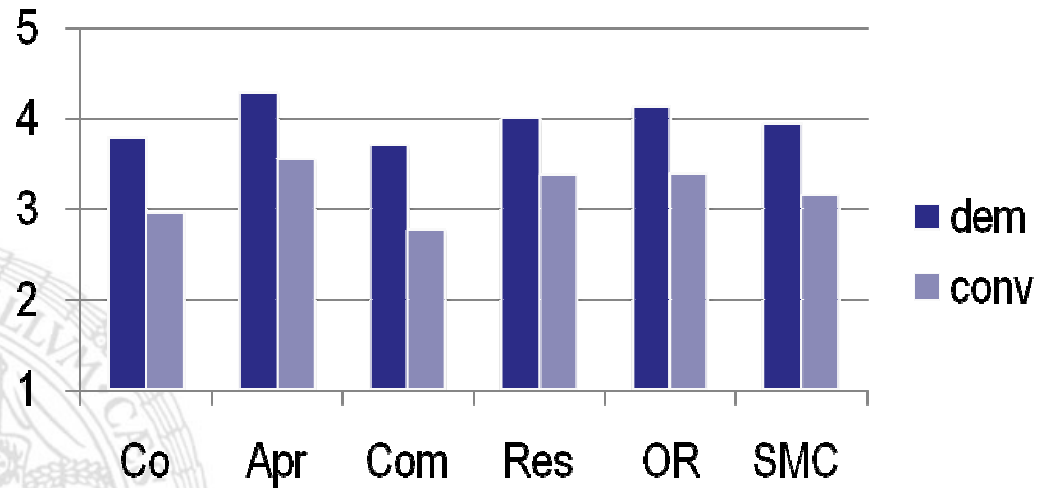
N=285

Model Test SoMoA (ODEM II)



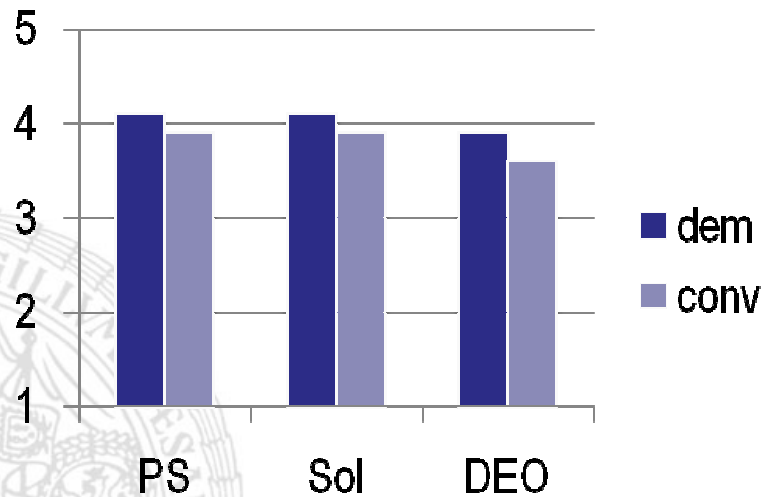
N=285; CMIN=265,517 (p<0.001), df=122; CMIN/df=2,176; TLI=.948; CFI= .958. RMSEA=.064

OD → SMC



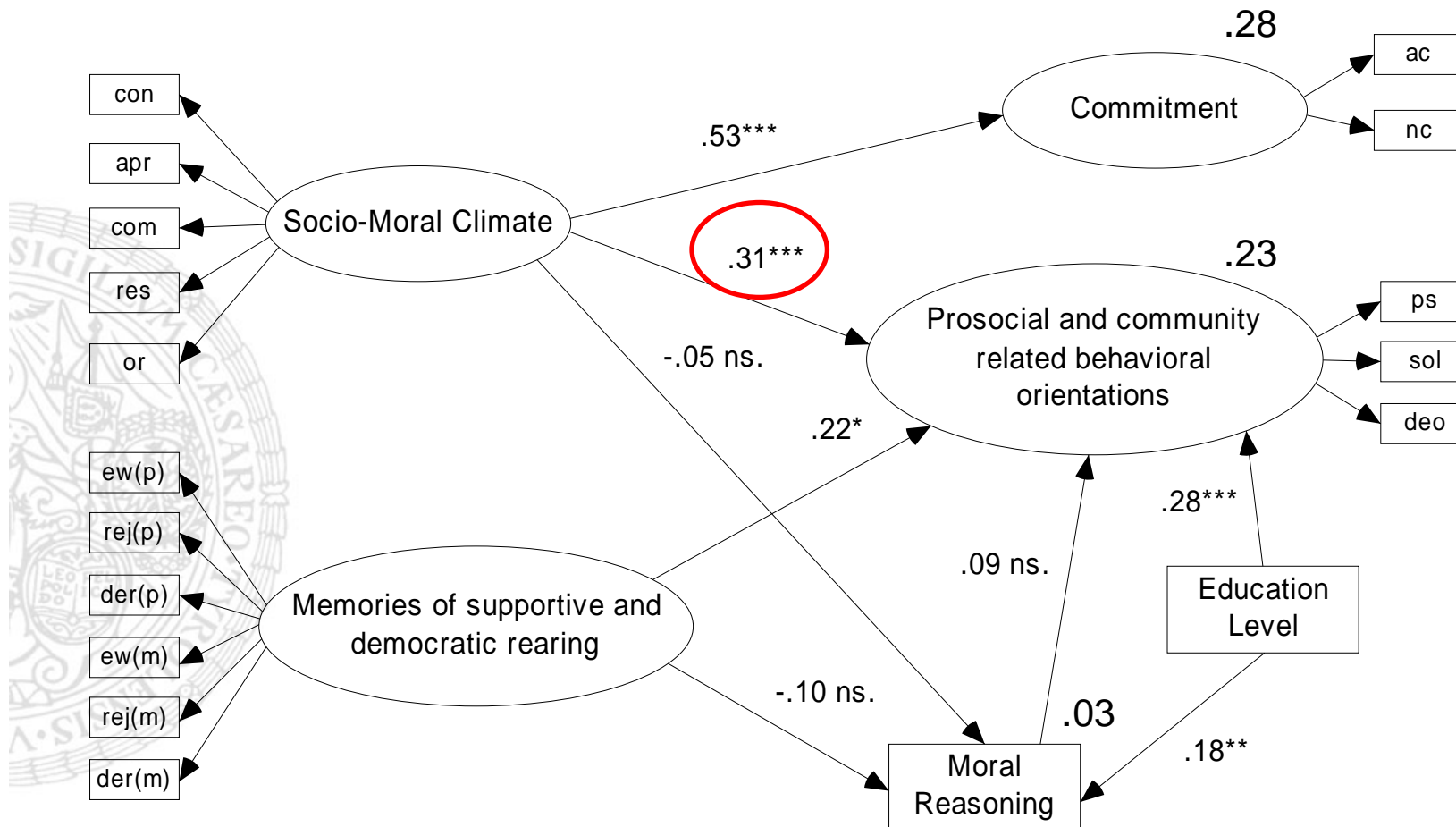
Variable	Dem		Conv		t	p	95% CI		Cohen's d
	M	SD	M	SD			LL	UL	
SMK total	3.94	0.70	3.15	0.67	8.91	.000	0.61	0.96	1.15
Ko	3.78	0.87	2.94	0.80	7.77	.000	0.62	1.05	1.01
We	4.27	0.77	3.54	0.78	7.41	.000	0.53	0.92	0.93
KK	3.69	0.83	2.76	0.79	8.92	.000	0.72	1.13	1.15
Ver	4.00	0.63	3.36	0.66	7.77	.000	0.47	0.79	0.97
OR	4.12	0.67	3.38	0.76	8.28	.000	0.56	0.91	1.00

OD → Prosocial and community related behavioral orientations



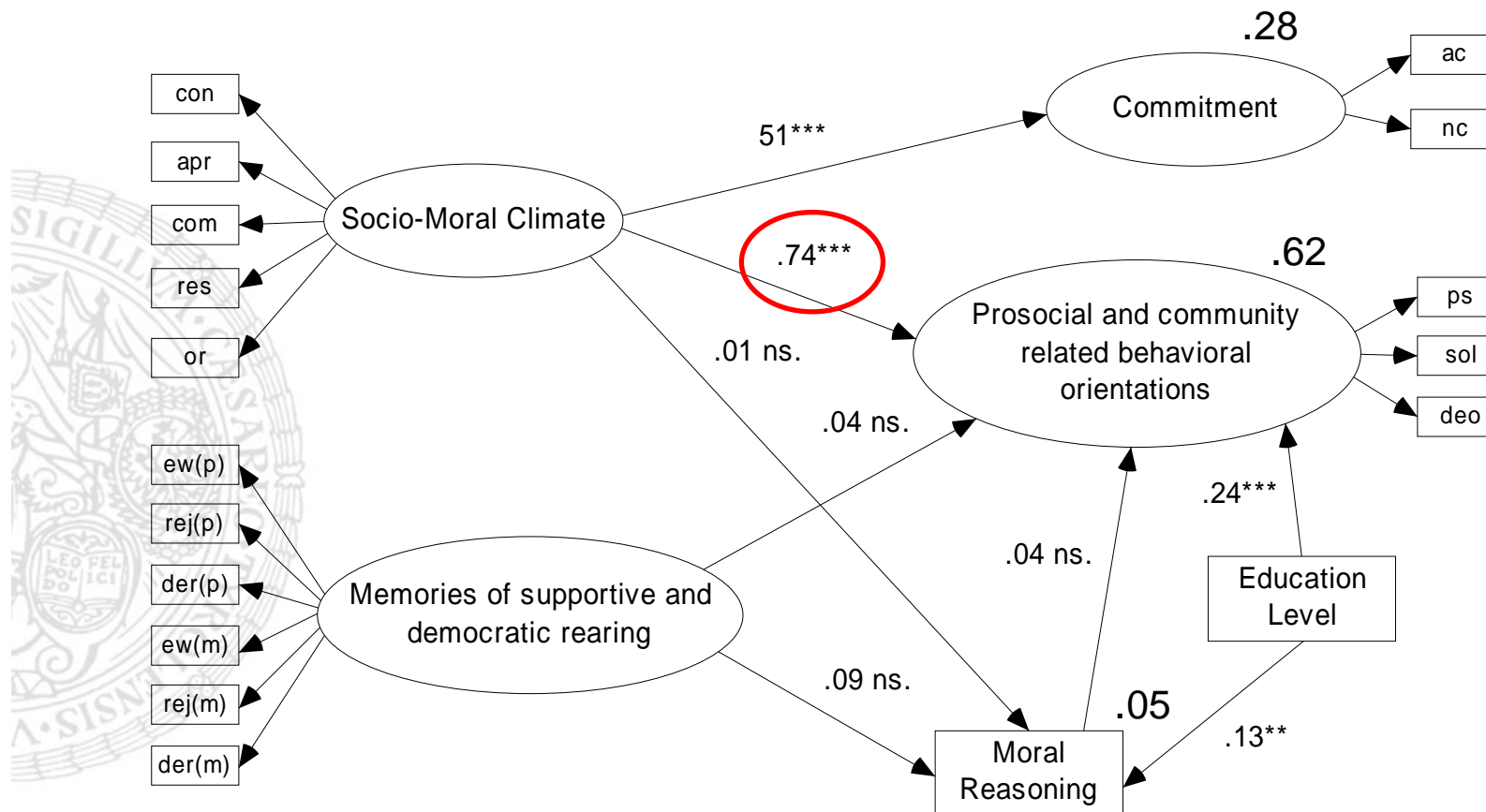
Variable	Dem		Conv		<i>t</i>	<i>p</i>	95% CI		Cohen`s <i>d</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			<i>LL</i>	<i>UL</i>	
PA	4.11	0.55	3.99	0.51	1.79	.075	-0.01	0.26	0.23
Sol	4.08	0.58	3.95	0.47	1.96	.050	-0.00	0.27	0.26
Dem	3,86	0.60	3,64	0.57	3.00	.003	0.07	0.37	0.38

Test of the hypothesized model in conventionally structured firms (N=193)



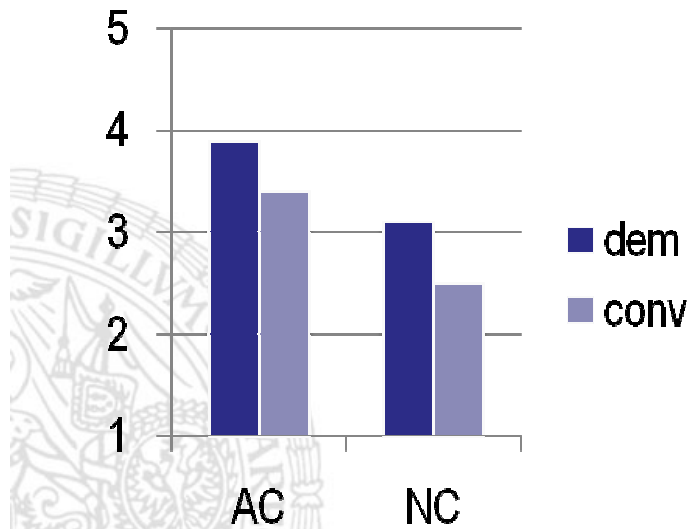
N=193; CMIN=211,173 ($p < 0.001$), $df=122$; CMIN/df=1.745; TLI=.945; CFI= .956. RMSEA=.062

Test of the hypothesized model in democratically structured firms (N=92)



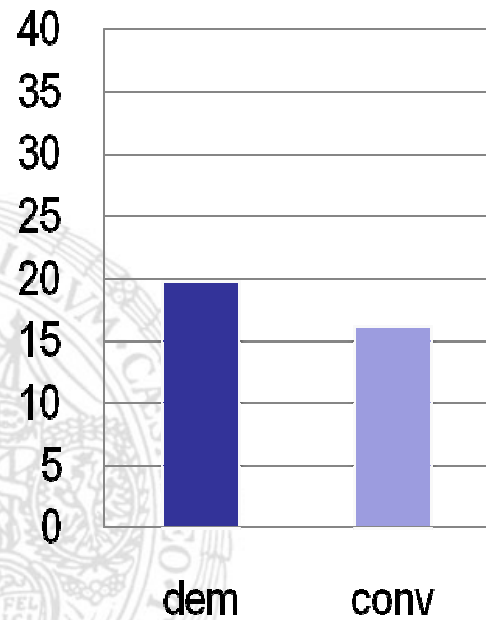
N=92; CMIN=201,558 ($p < 0.001$), $df=122$; CMIN/ $df=1.666$; TLI=.914; CFI= .932. RMSEA=.086

OD → Commitment



Variable	Dem		Conv		<i>t</i>	<i>p</i>	95% CI		Cohen's <i>d</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			<i>LL</i>	<i>UL</i>	
AC	3.90	0.73	3.42	0.79	5.01	.000	0.09	0.29	0.61
NC	3.11	0.72	2.56	0.79	5.80	.000	0.36	0.73	0.71

OD → moral reasoning



Variable	Dem		Conv		<i>t</i>	<i>p</i>	95% CI		Cohen`s <i>d</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>			<i>LL</i>	<i>UL</i>	
MUF	19.74	13.69	16.13	12.13	2.13	.032	0.30	6.91	0.28

OD → moral reasoning



Democratically structured firms

<i>Moral reasoning</i>	.56 p < 0.001 N=92
	Tenure

Conventionally structured firms

<i>Moral reasoning</i>	-.17 p < 0.01 N=193
	Tenure

ODEM IV: 3-wave-longitudinal study: Hypothetical framework

(Weber, Pircher-Verdorfer, Unterrainer & Höge, 2013 i. Vorb.)

