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The Impact of Knowledge and Job Success of Iranian Employees Based on Self-Esteem and Organizational Stress (Case Study of the Ministry of Sports)

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ABSTRACT

This study aimed to assess the mediating role of flattery in the relationship between self-esteem and stress and job success from the point of view of the Ministry of Sport and Youth Experts. It is applied research in terms of classifying research by purpose, it is descriptive-non-experimental in terms of data collection, and has been the case study among all types of descriptive research methods. The statistical population consists of 700 staff and experts of the Ministry of Sport and Youth. Using the Cochran formula, 400 individuals are selected as a statistical sample. The sampling method was random sampling. The demographic data of the experts were first evaluated and after confirming the validity and reliability of the questionnaire, the relationship between self-esteem and stress with job success was analyzed by considering the mediating role of flattery in structural equation modeling. Data were analyzed using SPSS and LISREL statistical software. Based on the results, the mediating role of flattery in the relationship between self-esteem and job success was confirmed and the relationship between stress and job success was confirmed. According to the results obtained, people who have high self-esteem perform all their duties regularly and do not leave any room for complaints to higher levels, so they try to learn even with the help of other employees. Or go ahead with extra-organizational training to overcome your problems. On the other hand, these people consider their value and importance so high that they do not allow themselves to flatter their superiors.
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Introduction

An organization is a social unit consisting of two or more people working relatively continuously to achieve one or more common goals. The two main capabilities of organizations are increasing efficiency and effectiveness: by combining the talent and efforts of many people, organizations can achieve important goals and missions that are beyond the reach of an individual. Organizations can also increase the productivity of each unit of resources (capital and human resources). Organizations help people perform any task relatively faster and with fewer errors than when working alone (Nasralahi et all, 2021). Work and employment play a key role in most people's lives, so that in addition to financial benefits, there are other hidden benefits. Success in any job or profession is the pinnacle that people want to reach; Therefore, job success is a very important and influential factor in employees' work progress (Ze-kai et all, 2018). Managers in the organization need correct information to make decisions. Sometimes the people around the manager may refuse to provide correct information to the manager and neglect the manager with inappropriate praise. Flattery destroys trust and humiliates the listener. It also damages the credibility and honesty of the flatterer. Flattery implies hypocrisy and dishonesty. Many recommendations have been given in Islamic and literary texts about avoiding flattery, but sometimes this undesirable behavior is observed in organizations (Mohammadi et all, 2022). Today, in every country, there are thousands and thousands of jobs and professions that people are engaged in and through this, continue their lives. The issue of job success is always considered by people working in the profession. In our growing society, despite the potential talents, you have to think of ways to achieve career success in order to make the most of the existing potentials to improve the country (Rahmani & Adam Pira, 2019). One of the dangers that every manager faces is the flattery of opportunists. In every organization, there are people who have fat and charming language instead of learning knowledge and wisdom. There are few managers who can escape their spell. Managers are usually victims of flatterers who are unaware of their real personality and consider the survival of their imaginary personality in the flattery of flatterers and sycophants, and for this reason they give them a field. If he knows his manager better, he will not pay attention to this imaginary praise. In this regard, Saudi states that "I am the one who knows", so it is necessary for managers to know themselves as they are, not to be happy with the praise of others or to be heartbroken by their blame. When the manager is praised, he should not be happy, and if he is blamed, he should not be sad, but rather, he should meditate on the bad and ugly things that are attributed to him, and if those things are inappropriate, including his situation, he should try to correct himself. Gamard People's compliments should not cause worry or happiness for the manager, it is important for the manager to maintain the principles, efficiency and effectiveness of the organization. In other words, it is necessary for the manager to find out the reality of things and not only pay attention to the picture that people paint for him Flattery is hypocritical praise. Legitimate praise is encouraging and boosts people's morale, while inappropriate praise depresses people. Flattery and flattery or complimenting too much is due to a person's self-indulgence. Flattery is too much praise. When a manager has a good quality (Kiani & Bahrami, 2019). On the other hand, if we consider psychology as the science of behavior and mental states of humans and other living

beings and accept that sport is a behavior and naturally has psychological dimensions, then we can study sports psychology as the knowledge of studying, recognizing and developing behaviors and states.

Literature review

Consider the mental health of athletes and other people who are somehow involved in the sports environment. Many topics have been discussed in psychology and one of the topics of interest to this group is the topic of career success (Shabani Bahar et all, 2017). Some people, if they see a valuable behavior from the managers, they don't like it with the justification that I am not a flatterer. But if they notice the smallest weakness, they make it look big. While the good things should be expressed to the extent that they exist so that people are encouraged to do good work. On the other hand, flatterers, if they see a good work from the manager, they make it look much bigger than it is and often talk about good things that do not exist externally. In general, all people tend to appear favorable and others also want to know about their favorable behavior. But excessive praise is considered a bad behavior. However, some behavioral science experts believe that gentle flattery (at the beginning of each session to bridge the relationship gap) helps build intimacy (Tahmasebi, 2022). People skilled in flattery often say what they say in public, and what they say in private. The manager must always check what the people around him are saying behind his back. Because what they say in front of him may be due to fear or greed. Do it so that they say your good in your heart, that they say it out of fear or out of greed" Saadi says about the love of the people of Safa that it does not make a difference in the person's presence or absence. They are not such as to find faults and shortcomings in your absence and express love in your presence (kiani &

Bahrami, 2019). The main reason for researchers and theorists to pay attention to job success is the role that this variable has in creating an effective and efficient career path (Golparvar & Mirzaie, 2016).

Another factor influencing success is stress. In general, stress refers to the set of general human reactions to incompatible and unforeseen internal and external factors. Stress is a non-specific response of the organism to any demand or change in physical condition and is a natural and predictable experience in the process of life and work that not all results are negative and sometimes stress has a negative state and sometimes has positive consequences (Mirfakhredini, 2019).

On the other hand, self-esteem plays an important role in determining employee motivation, behaviors and work attitudes and can be related to job success. Self-esteem plays an important role in shaping organizational and professional experiences and determining employee motivation, work-related attitudes and behaviors, and is one of the components affecting performance (Bahadori Khosroshahi, 2017).

Flattery is a field of contemporary organizational behavior and a form of organizational politics. It is used as a strategy to penetrate to high organizational levels. On the other hand, managers at the highest levels of the organization need the right information to make decisions. Sometimes those around the manager may refuse to provide the correct information to the manager and deceive the manager with inappropriate praise. Flattery destroys trust and humiliates the listener. It also damages the reputation of the flatterer. Flattery implies bad hypocrisy and honesty. There is a lot of advice in Islamic and literary texts about avoiding flattery, but sometimes this undesirable behavior is observed in organizations. Although organizations design and implement career management

systems and strategies for employees with high levels of productivity and optimal performance, studies show the impact of political processes and staff behaviors, including flattery and professional advancement (Saeed Malek & Gholamreza, 2015).

Therefore, in this study, we seek to mediate the mediating role of flattery maturity in the relationship between self-esteem and job success from the perspective of experts from the Ministry of Sports and Youth. Career success consists of a set of desirable outcomes for individuals that can be categorized into several main categories, including, progress (based on indicators such as power, autonomy, entrepreneurship, self-control), learning (skills acquisition), New abilities and competencies), survival (earning money and wealth to achieve power, security and job security), cognitive achievements (satisfaction, self-esteem and self-fulfillment) and quality of life and work-life balance (Asghari et all, 2018). Success in work and business depends on various factors, the most obvious of which is setting goals and having a plan to achieve them, as well as the need to achieve Success in work is that people have a good policy to perform the tasks and tasks assigned to them and use their power and talent to do it in the best way (Jafari Nasab et all, 2021).

Career success is one of the most important concerns of managers and planners; Because they are well aware that achieving organizational goals and creating change and progress in various areas of the organization can only be achieved with the presence of successful employees; It is even widely believed that employee career success leads to organizational success; For this reason, officials try to identify the concept and components of their employees' work success, provide the conditions for its promotion and improvement, and reduce or eliminate obstacles to achieving it.

Transforming organizations into learning organizations is one of the strategies used to achieve employee success and consequently organizational success (Asghari, 2018).

Self-esteem manifests itself in different forms, but in general, self-esteem can be seen in the face, behavior, speech and movement of individuals. Dealing openly with criticism, being easy to accept mistakes, are examples of a form of self-esteem. The words and gestures of a person with self-esteem are of a comfortable quality, in other words, the manner of words and gestures of a person shows that he is not at war with himself and is not at war with others.

There are four factors that promote self-esteem; First and foremost is the amount of respect, acceptance, and interest a person receives. The second factor is the experiences of success in life, and the third factor is the values and expectations on the basis of which we interpret experiences, and finally the fourth factor is how the person responds to the loss of value. In general, self-esteem includes the desire for competence, dominance, progress, capability, adequacy, confidence, independence and freedom, and when these needs are met, one feels valued, capable, productive, and confident, and if these needs are not met, one feels inferior, helpless, weak, discouraged, and hopeless (Hosseinzadeh et all, 2017).

Stress is an excessive psychological and emotional pressure. If stressors persist for a long time, they can lead to physical and mental problems. The most detrimental effect of stress is performance dysfunction, which includes a reduction in a person's sense of accomplishment or successful personal accomplishments (Saatchi et all, 2017). Factors causing job stress are different in different jobs. In any case, some jobs are stressful in nature. One of the consequences of stress is the impact on job

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success and performance. Job stress can challenge the health and performance of the organization, and in this case, the performance of the organization is severely affected. At the individual level, a person's employment status, career future and receiving various rewards are highly related to the individual's performance and career success (Chahardoli et all, 2015).

Flattery is a field of contemporary organizational behavior and a form of organizational politics. It is used as a strategy to penetrate to high organizational levels. One of the disadvantages of flattery is that it destroys trust and humiliates the listener. It also damages the credibility and honesty of the flatterer, and sometimes this undesirable behavior is observed in organizations (Mirzapour Khalilizadeh et all, 2021).

Flattery is hypocritical praise and involves too much praise. When a manager has a good quality and is quoted by those around him, it is praise and it is a good deed, but if it is expressed more than what is in the person, it is flattery (Nasr Isfahani, 2011). Al-Lahiari et al. (2017), in a study entitled "Explaining the relationship between psychosocial stress and job performance in the banking industry based on an integrated model" presented a combined model that the effects of different areas of psychosocial stress on job performance and success Modeling among bank employees. According to this model, the causal relationships between variables and direct and indirect effects of job stress factors and its various domains on job performance and job success among banking employees could be studied. The above study was based on a combination of the model and previous research and in order to test the proposed model, data were collected from employees of the banking sector; the tools used to collect the data were the Nordic General Questionnaire and the Manpower Productivity Questionnaire. T-test and correlation coefficient to investigate the relationship between variables and regression analysis by leading method in order to Different route models and how well they fit were used. The results showed that there was a positive and direct relationship between the variables of "stress in the organizational-social domain" and "stress in the task domain" with the perceptual stress of employees. Also, a negative and indirect relationship between "organizational culture" and "leadership style" scales of socio-organizational domain with job performance was obtained. In the end, it was concluded that by using the proposed integrated model, in similar populations with the same demographic characteristics, more accurate results can be obtained from the relationship between psychosocial stress and job performance (Allahyari, 2017). Eshgarf and Amiri (2017) in a study entitled Identifying and ranking the factors affecting the occurrence of hypocritical behaviors in Iranian state-owned companies and providing solutions based on Islamic texts: a case study by Parsian Gas Refining Company concluded that based on the results of the analysis process Hierarchically, individual factors have a greater impact on the occurrence of hypocritical behaviors in the organization than organizational factors (Eshgarf & Amiri, 2018).

Kawaza (2017) in a study examined the effect of flattery in the field of political communication. The results showed that flattery creates positive emotions in the audience and in turn affects self-confidence (Cavazza, 2017). Poor Al-Hosseini (2017) investigated the effect of flattery on the job development of government employees in government offices in Gachsaran. Findings showed that among the situational factors, ambiguity in the role and among individual or non-situational factors, the variables of

self-esteem, need for power, job conflict and internal control have a significant effect on the occurrence of flattering behaviors. Findings also showed that flattering behaviors have a significant effect on career advancement (Farzam Pas, 2018).

Rabasi et al. (2019) in a study examining the factors affecting staff flattery and its relationship with career advancement in the General Directorate of Sports and Youth of Isfahan province, the results showed that individual variables, ie the center of control and Machiavellianism were significantly associated with flattery, but There was a significant relationship between two situation variables including leadership style and role ambiguity. The only variable of leadership style was significantly associated with flattery. Leadership style compared to Machiavellianism and Control Center is a better predictor for flattery of employees of Isfahan General Directorate of Sports and Youth and flattery of employees with Beta coefficient (0.402) is a good predictor for staff career advancement. It affects the career development of employees (kiani & Bahrami, 2019).

Bahar et al. (2013), in an article entitled "The relationship between sports motivation and job success of employees of the General Directorate of Education in Kermanshah Province" to identify the relationship between sports motivation and job success. The statistical population of his research consisted of the staff of the General Department of Education of Kermanshah province, whose number was 200 in 1390. The sample size was determined using Cochran's formula, 127 people who were selected by simple random sampling method and answered Pilter exercise motivation and Radsip job success questionnaires. Data were analyzed using Pearson correlation

coefficient and multiple regression analysis using stepwise method and SPSS software. The results of Pearson correlation coefficient showed a significant direct relationship between exercise motivation and staff success; Therefore, managers were suggested to increase their motivation to exercise in order to promote employees' job success (Shabani Bahar et all, 2017).

Wu et al. (2011), In their research on "The role of self-esteem in the relationship between stress and attitude", they examined the relationship between self-esteem, stress and instinctual behaviors in the workplace and competing models for adjusting and influencing self-esteem factors on the relationship between stress and motivation Presented. He used a sample of 136 employees of a government lottery organization to test competition models. According to the results, in the above model, self-esteem acted as a mediator in the relationship between stress and motivation Moafi (2010) conducted a study entitled "The Effect of Active Personality, Personal Progress and Motivation on Job Success of Public Organizations Employees" among public organizational employees in Indonesia, in which 96 people The mentioned employees were examined as a sample and the data obtained from this sampling were analyzed using regression statistical method. The results showed that there was no relationship between active personality and job success, but there was a relationship between personal development and motivation and motivation with job success (Nasralahi et all, 2021). The theoretical model of the research based on the structures of self-esteem, stress, flattery and job success is as shown in Figure 1:
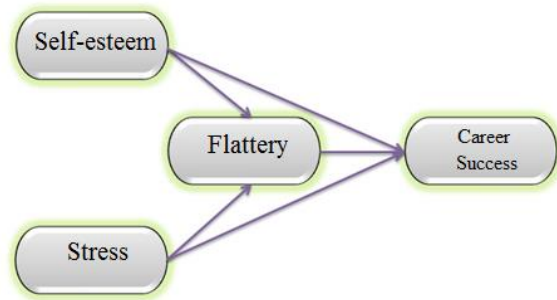
Figure 1. Conceptual model of research

Accordingly, the research hypotheses based on the theoretical framework and conceptual model of the research can be seen below.

- Self-esteem affects flattery.
- Stress affects flattery.
- Flattery affects career success.
- Self-esteem affects career success.
- Stress affects job success.
- Flattery plays a key role in the relationship between self-esteem and career success.
- Flattery plays a role in the relationship between stress and job success.

Methods

The purpose of the current research is in the field of applied research, and considering that library study methods and field methods such as questionnaires were used in this research, it can be said that the current research is a descriptive-survey based on the nature of And its method has been used to collect the information needed for this research in the field of research literature and theoretical foundations of research and library information, and to collect field data, a questionnaire has been used. The statistical population in this research is the employees and experts of the Ministry of Sports and Youth. Cochran's formula was used to determine the statistical sample size of this study and research, considering that the statistical population is 700 people, a sample size of 400 people was obtained and the questionnaire was distributed among this number. In this research, a questionnaire was used to collect research data. For the standard items of self-esteem, the standard questionnaire of Rosenberg (1989) was used. for structural items of flattery from Researcher-made questionnaire using Nasr Esfahani article (Nasr

Isfahani, 2011). Includes items such as the prevalence of selfishness and selfishness in managers, the prevalence of flattery of employees, the prevalence of flattery of managers, lack of close communication with competent people, greed in employees, lack of struggle with people who reveal flaws, Ignorance of opponents 'opinions and mere attention to friends' opinions were used. In this study, face and content validity method was used to evaluate the validity of the questionnaire. The questionnaire was given to a number of experts and professors of management and behavioral sciences and they were asked about the questions and evaluation of hypotheses, which unanimously approved the questionnaire. Confirmatory factor analysis was also used to confirm the questionnaire. Cronbach's alpha coefficient was also used to evaluate the reliability of the questionnaire. The Cronbach's alpha coefficient calculated in this study was calculated to be 0.832 in a pilot study with a distribution of 30 questionnaires.

Therefore, the reliability of the questionnaire has been evaluated as very desirable. One of the methods for measuring the proportionality of the sample size for factor analysis is the calculation of KMO (sample adequacy assessment index). If the value of this statistic is more than 0.5, the existing correlations are very suitable for factor analysis is. The output of KMO test in this study is 0.883 so the existing correlations are suitable for factor analysis. Also, due to the fact that the absolute value of the critical ratio of skewness is less than 2.58.

Therefore, the above 43 questions have a normal multivariate distribution. The statistical methods used in this study can be divided into two categories: inferential statistical methods and descriptive statistical methods. The obtained data were analyzed using SPSS and LISREL statistical software. Also, to evaluate the validity of the questionnaire, confirmatory factor analysis and structural hypotheses of the structural equation model were used. And this formal and content validity was approved by the professors of the university and the experts of this work

Findings

As explained, descriptive methods attempt to provide a table and use descriptive statistical tools such as; Central indicators and dispersion describe the research data to help clarify the issue. Table 2 contains descriptive statistics for all variables used in the research. In the first part, the most important

central indicators and dispersion scatter of research are presented. Among the central indicators, the mean and median and the scattering indicators, the standard deviation of the variable has been used. The figures in this table have been calculated using SPSS software.

Table 1. Descriptive statistics

	Average	Standard deviation	Variance	Skewness
Self-esteem	3.570	0.640	0.410	-0.265
Stress	3.565	0.721	0.520	-0.085
Flattery	3.855	0.637	0.406	-0.399
Career Success	3.271	0.719	0.517	-0.013

Table 1. shows that the average of all components is higher than 3, and since in the range of 5 options selected, the average higher than 3 indicates that the status of that variable in the statistical population agrees. After descriptive analysis of the data, inferential data analysis is performed. In inferential analysis, research hypotheses are evaluated and tested. In the next section, the research measurement model is reviewed. As we know, a measurement model is a model based on pre-experimental information about data structure, which can be in the form of a theory or hypothesis, a specific classification scheme for items or parts. In accordance with the objective characteristics of form and content, known empirical conditions or knowledge gained from previous studies on large data. Among the various methods for studying the internal structure of a set of markers, confirmatory factor analysis is the most useful method that estimates the parameter and tests the hypotheses according to the number of underlying factors of the relationships between markers (21). In this study, a questionnaire was used to collect data. Therefore, the content structure of the research questionnaires has been content validated using confirmatory factor analysis. Standard factor load and t-statistic have been calculated for confirmatory factor analysis and modeling of structural equations. In general, the

following rule applies: The strength of the relationship between the factor (hidden variable) and the visible variable is indicated by the factor load. The factor load is a value between zero and one. If the factor load is less than 0.3, a weak relationship is considered and ignored. A factor load between 0.3 to 0.6 is acceptable and if it is greater than 0.6 it is very desirable. Once the correlation of the variables is identified, a significant test should be performed. To examine the significance of the relationship between variables, t-value or t-value is used. Because significance is checked at the error level of 0.05, so if the amount of factor loads observed is calculated by t-value test less than 1.96, the relationship is not significant and will be displayed in red in LISREL software. The model of the final structural equations to measure the relationship of the main structures Research has been used. The final model is presented in Figure 2. This model is based on the output of LISREL software (Career success=A, Flattery= B, Self-Esteem=C, Stress= D).
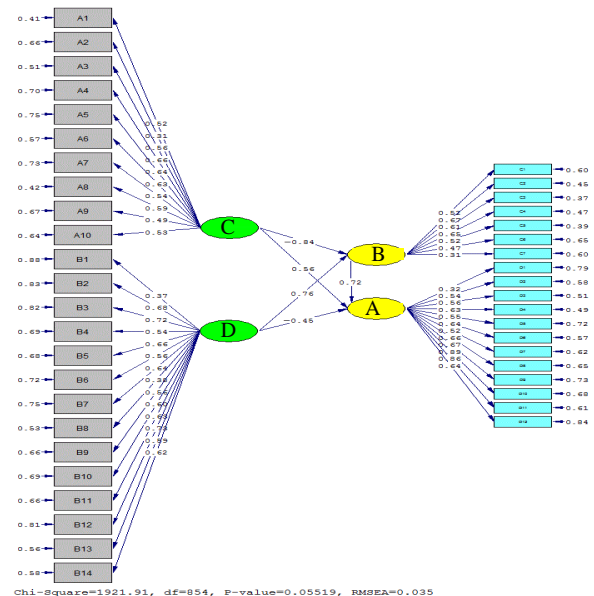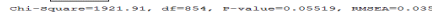

Figure 2. Results of confirming the research hypotheses model

The results of significantly measuring the data of the main hypotheses model are also presented in Figure 3.

Figure 3. t-value statistics The results of confirming the model of research hypotheses

Based on the calculations, the strength of the relationship between self-esteem and flattery is -0.84 and the t-test is -8.23 and it can be said that self-esteem and flattery have the opposite effect. Also, the strength of the relationship between self-esteem and job success was calculated to be 0.56 and the t-test was obtained as 24.27. It can be said that self-esteem has a positive and significant effect on job success and the strength of the relationship between stress and job success is equal. 0.45- The t-test of the test is 7.02 And it can be said that stress has an inverse effect on job success, also the strength of the relationship between stress and flattery equal to 0.46 t test statistic is 7.15 and it can be said that stress has a positive and significant effect on flattery, on the other hand the strength of the relationship between flattery And job success equal to 0.72 t test statistic is 7.43 and it can be said that flattery and job success have a positive and significant effect. Considering the mediating role of flattery in the relationship between self-esteem and job success, the direct effect was calculated to be 0.56 and the indirect effect was equal to 0.60 in the inverse direction. Due to this issue, the role of mediator is rejected. On the other hand, the mediating role of flattery in the relationship between stress and job success was calculated as direct effect equal to 0.45 in the opposite direction and indirect effect equal to 0.55 in the direct direction. It happens.

Discussion and conclusion

The purpose of this study is to predict the job success of the staff of the Ministry of Sports and Youth based on self-esteem, stress and the mediating role of flattery. According to the results, people with high self-esteem perform all their duties regularly and leave no room for complaints and grievances for higher levels, so they try to learn even with the help of other employees. Or extra-organizational training in order to overcome their affairs. According to the

results, people with high self-esteem perform all their duties regularly and leave no room for complaints and grievances for higher levels, so they try to learn even with the help of other employees. Or extra-organizational training in order to overcome their affairs. On the other hand, these people consider their existential value and importance so high that they do not allow themselves to flatter their superiors. Although flattery leads to acceptable job success, this process can be described as a sick and destructive process. If the organization has skilled employees and experts with high self-esteem that these people can with their high personal competencies and capabilities that originate from their self-esteem, do things and achieve obvious career success, then the organization is a healthy and successful organization. But if employees with low self-esteem are present in this organization, they may flatter themselves to achieve cross-sectional success and retain and improve their position. But their work process will not lead to the success of the organization. On the other hand, people who have high stress, their work efficiency decreases with increasing stress, which leads to their job failure, if despite more bottlenecks, these people have less work performance and therefore resort to ways to achieve job success. Unhealthy people, including flattery. Flattery causes managers to ignore or underestimate their mistakes. In order to improve the level of success of sports organizations, it must be ensured that everyone respects each person as much as their capacity and size. It is natural that flattery and respect for anyone, especially managers, is desirable. However, there should be an atmosphere in the Ministry of Sports and Youth that by electing powerful managers, the foundation of flattery is broken and by not paying attention to the flattery of subordinates and even punishing these people, flattery and their career success should be prevented. On the other hand, people who often deal with increasing stress can reduce many of their job stresses by increasing planning and anticipating upcoming events. Different meetings and conferences can be used for employees to increase self-esteem, planning and stress control to improve these positive characteristics and reduce negative characteristics. Also, by hiring counselors and psychologists and effective consultation with them, many individual problems of employees can be solved in order to achieve positive personal success of individuals and thus improve the organization.

Declaration of Competing Interest

The authors declare that they have no known competing financial interests or personal relationships that could have appeared to influence the work reported in this paper.

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