

Article

The Role of Organizational Embeddedness as a Motivator of Perseverance Behavior for employees an analytical exploratory study of the opinions of a Sample Employees in the Babylon Health Directorate

Hamid Adel Al-Nasrawi

Faculty of Administration and Economics – University of Kufa
hamida.alnesrawi@uokufa.edu.iq

Baydaa Sami Ibrahim

Babylon Health Directorate
Baydaa.sami85@gmail.com

Abstract: This research aims to clarify the nature of the relationship between Organizational Embeddedness as an independent variable and perseverance behavior as a respondent variable in the Babylon Health Directorate. The research problem stems from a relative decline in the level of perseverance among some employees, despite the administration's efforts to enhance organizational performance. Furthermore, there is a scarcity of studies that have addressed the relationship between these two variables in the Iraqi healthcare environment. The research is significant both theoretically, by contributing to bridging a knowledge gap concerning the mechanisms by which Organizational Embeddedness influences perseverance behavior, and practically, by providing decision-makers with practical indicators to enhance employee retention and increase their perseverance levels, which will positively impact the quality of healthcare services. The research employed a descriptive-analytical methodology, (340) questionnaires were distributed, of which (328) were returned, and (326) were valid for analysis, representing a response rate of (94.95%). The data were analyzed using SPSS v.28 and AMOS v.26 software. The research revealed a knowledge gap in explaining the nature of the relationship between the two research variables within the Babylon Health Directorate. The study also concluded that there is a significant positive direct effect of organizational stability on persistence behavior, as well as a significant positive effect of the dimensions of Organizational Embeddedness on persistence behavior.

Keywords: Organizational Embeddedness, persistence behavior, Babylon Health Directorate.



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1. Introduction

A review of relevant literature and field observations reveals that many organizations suffer from numerous organizational problems, perhaps the most prominent being a lack of perseverance. Perseverance is a fundamental behavior linked to an individual's continued effort, "positive attitude towards challenges, and adherence to long-term goals despite difficulties. Studies indicate that perseverance, with its dimensions of enthusiasm, hard work, ambition, and perfectionism, is directly influenced by the supportive nature of the organizational environment and the employee's ability to integrate within it. Duckworth & Gross demonstrated that perseverance is linked to the context in which an individual works, and that its levels increase when the employee finds a supportive, motivating, and cohesive environment [1].

Scientific literature also shows that individuals with low levels of persistence behavior often struggle to cope with stress and frustration, exhibiting an increased tendency to withdraw and a diminished capacity for perseverance and achievement, both academically and professionally. In this context, a comprehensive analytical review by Credé indicates that persistence behavior is closely linked to sustained performance and the achievement of long-term goals; however, the strength of this link is affected by a comprehensive understanding of its sub-dimensions. The researchers also point out that many previous studies have treated persistence as a one-dimensional construct, neglecting to analyze its internal components, which has contributed to a clear knowledge gap that necessitates further research. Despite the growing global interest in persistence behavior in recent years, The Arab context, particularly in educational and professional settings, still suffers from a significant lack of studies addressing perseverance as a multidimensional psychological construct encompassing enthusiasm for effort, hard work, ambition, and perfectionism. Furthermore, the majority of Arab studies have focused on the dimensions of resilience or persistence, without delving into an analysis of the internal structure of these dimensions or exploring their relationship to performance behaviors and intrinsic motivation. This underscores the need for in-depth scientific studies to help bridge this research gap [2]. Ion et al. indicate that understanding perseverance requires a dynamic analysis of the interconnected factors that influence it, an aspect that has not yet been adequately addressed in Arab research" [3].

"a related context, a government report on the health situation in Iraq revealed numerous organizational and administrative challenges, most notably a shortage of healthcare personnel, increased workloads, a weak supportive work environment, and administrative instability. Theoretically, these factors directly weaken perseverance, negatively impacting employee behavior through various manifestations such as poor adherence to official working hours, high absenteeism rates, and declining professional discipline—all essentially reflecting a decrease in job commitment. These organizational challenges and ongoing professional pressures have contributed to a decline in perseverance among healthcare workers.

In the same vein, a government report on the health situation in Iraq revealed numerous organizational and administrative challenges, most notably a shortage of healthcare personnel, increased workloads, a weak supportive work environment, and administrative instability. Theoretically, these factors directly weaken perseverance, negatively impacting employee behavior through various manifestations such as poor adherence to official working hours, high absenteeism rates, and declining professional discipline—all essentially reflecting a decrease in job commitment. These organizational challenges and ongoing professional pressures have contributed to a decline in perseverance among healthcare workers.

Based on the foregoing, it can be said that Organizational Embeddedness is one of the most important variables contributing to employee stability within an organization. This stability is fostered through the network of professional and social relationships that connect employees with their colleagues, their compatibility with the work environment, and the potential sacrifices they might make upon leaving their jobs. Mitchell et al. emphasized that Organizational Embeddedness represents an interconnected network of relationships and compatibility that grounds employees in their work system, thus reducing the likelihood of resignation or a decline in performance [4].

Despite the growing importance of organizational Embeddedness in explaining employee behavioral intentions, recent literature indicates a clear deficiency in understanding the extent to which organizational Embeddedness influences a range of organizational and behavioral outcomes, such as performance, commitment, creative behavior, and levels of job perseverance. Holtom & Inderrieden demonstrated that organizational stability outperforms traditional variables, such as satisfaction and commitment, in its ability to predict survival behavior. However, much research has not explored this structure in depth as an independent variable influencing behavioral variables within the workplace [5].

Theoretically, increased organizational Embeddedness, fostered by stronger social bonds, a sense of belonging, and a fear of losing benefits, can contribute to higher levels of employee perseverance. This is because employees with higher levels of organizational Embeddedness often demonstrate greater commitment, a stronger willingness to overcome work challenges, and a greater readiness to exert sustained effort. Previous studies, such as those by Holtom & Inderrieden, have indicated that organizational Embeddedness increases Embeddedness and positive behaviors, suggesting a potential direct impact on job perseverance”[5].

2. Literature Review

In this section, we will discuss a list of theoretical concepts related to the study variables, which we present as follows:

Organizational Embedding

“Organizational Embedding is a concept that has garnered significant attention in the field of management and organization in recent decades. It is viewed as a positive concept, contrasting with negative ones such as employee turnover, job withdrawal, employee attrition, and the desire to leave work, due to its direct impact on organizational effectiveness and performance. It's worth noting that organizational Embeddedness has been referred to using various terms, such as job immersion and embedding. While some researchers distinguish between organizational Embeddedness and job retention, a review of organizational literature reveals that several studies treat the two concepts as synonymous. Job Embeddedness, in particular, is used to describe the degree of an individual's connection to the organization and the work environment as a whole, without a strict separation between the job level and the organizational level. [4]; [5]; [6], however, the essence of the concept is the same, which is to explain why employees stay within organizations rather than to focus on the reasons for their leaving them, by analyzing the network of organizational and social relationships and ties that constrain the decision to leave work” [4]; [7]; [5].

Based on the above, we present in Table (1) below some definitions related to organizational Embeddedness, which we list as follows:

Table 1. Some Definitions Related to Organizational Embeddedness.

Researcher, Year, and Page	Definition
Mitchell	The set of forces and influences that affect an employee's decision to remain in their current organization rather than move to another [4].
Holtom	A broad set of influences that affect all individuals' decisions, whether to stay in their current job or be drawn to another .[5]
Rahimnia	A structure comprised of forces that prevent an individual from wanting to leave their job within the organization and motivate them to stay, reflected in their creative performance and commitment to the organization[8].
Ampofo	A set of forces and relationships that connect an employee to the organization and explain their decision to stay rather than leave. This includes social ties, organizational structure, the individual's fit with the work environment, and the potential sacrifices resulting from leaving the job[9].
Yoon et al	A structure composed of contextual and cognitive forces that connect individuals to the organizational position, people, and work issues. These forces, such as ties, fit, and sacrifice, explain the decision to voluntarily remain within the organization.[10]

In light of the definitions mentioned in the table above, although they differ in their content, the two researchers conclude that organizational Embeddedness refers to an individual's commitment to their work within the organization and their retention of it, regardless of the circumstances, as a result of the individual's sense of conformity and alignment between their goals and future plans with the organizational goals and culture of the organization in which they work.

Dimensions of Organizational Embeddedness

"By examining previous studies related to organizational Embeddedness, we find several dimensions that have been employed by a number of researchers interested in this field to measure the organizational Embeddedness variable. Perhaps the most prominent of these are (Organizational fit - Organizational links - Organizational sacrifice), which have obtained high standardization in weighting and have been employed by many studies, as shown in the table below".

Table 2. Dimensions of organizational stability.

Shariq	Mayers	Kiazad et.al	Zhang et.al	Karatepe & Ngeche	Lee et .al	Mitchell et.al
Organizational fit	Organizational fit	Organizational fit	Organizational fit	Job performance	Organizational fit	Organizational fit
Organizational links	Organizational links	Organizational links	Organizational links			Organizational links
Organizational sacrifice	Organizational sacrifice	Organizational sacrifice	Organizational sacrifice			Organizational sacrifice

Therefore, the researchers, in light of the table above, will adopt it to represent the dimensions in the practical aspect, "relying on the scale [4] as it is the most suitable for the nature of the study, which will be adapted in accordance with the nature of the environment, and below is an explanation of it.

The first dimension – Organizational Links: This refers to the network of formal and informal relationships that connect an individual to their colleagues, work groups, and the organization as a whole. These relationships are based on interaction and mutual exchange between the individual and the members of their team or the organizational groups to which they belong.

The second dimension – Organizational Fit: This refers to the degree of alignment between an employee's values, attitudes, and professional goals, on the one hand, and the organization's culture and work requirements, on the other. This alignment is reflected in the employee's job satisfaction, sense of belonging, and desire to remain employed within the organization.

The third dimension – Organizational Sacrifice: This refers to the extent of the material, moral, and social losses that an employee perceives as a consequence of leaving the organization. These losses include job benefits, career stability, social relationships, and future opportunities. The perceived loss of these benefits contributes to strengthening the employee's desire to remain employed and reducing the likelihood of them leaving their job”.

Perseverance Behavior

“The term "perseverance" is derived from the Latin word "insistere," which describes a person's determination and persistence in pursuing a goal. Perseverance behavior also refers to an individual's ability to maintain consistent effort and invest time in staying focused on a specific task or objective. It is a measure of continuous work towards a defined goal or task, ultimately leading to its achievement. Historically, the concept of perseverance can be traced back to the work of neuroscientist and psychologist Robert Cloninger, who identified three dimensions of personality: self-direction, cooperation, and self-transcendence. These dimensions interact to shape an individual's unique personality and guide their behavior, particularly behaviors related to persistence and perseverance in the face of challenges. Cloninger et al., also classified perseverance behavior as one of the dimensions of human nature, which is represented in (aspiring to peaks, avoiding harm, relying on rewards, and persevering behavior) [11]. Since they are all independently inherited, they appear early in people's lives and involve prior cognitive biases in perceptual memory and habit formation [12].

Persistent behavior represents a set of internal psychological mechanisms that lead to the continuation of an initial behavior that arises as a response to various stimuli. Once this behavior is directed in a particular direction, the individual's psychological mechanisms work to motivate its continuation in the same manner toward achieving a specific task or goal. This behavior arises from the creation of routines and habits that focus attention on their continuation and completion. These habits can drive behavior toward achieving goals. Another reason is that the activity often entails significant psychological costs, making the continuation of the behavior in the same direction beneficial”.

Based on the above, we present in Table (3) below some definitions related to perseverance behavior, which we list as follows:

Table 3. Some definitions related to perseverance behavior.

Researcher, Year, and Page	Definition
Hesetel	It expresses an individual's enthusiasm for fulfilling their responsibilities and not abandoning them until completion, despite the difficulties and obstacles they may encounter, and their willingness to exert effort to accomplish tasks, even if they are unpleasant[9].
Garcia et.al	It represents the continuous pursuit of goals that satisfy needs in order to enhance personal well-being [13].
Gutman and Schoon	It demonstrates perseverance in mastering a skill or completing a task.
Griffiths	It shows the ability to achieve long-term or higher-level goals in the face of challenges and setbacks, utilizing the student's psychological resources, such as an academic mindset, the ability to manage effort, and tactical strategies [3].
Gunadi	It reflects the attitude and willingness of working individuals to continue working despite encountering obstacles and various types of problems in their work [14].

In light of the definitions mentioned in the table above, despite their differences in content, the researchers conclude that perseverance is an individual's cognitive and behavioral orientation toward continuing to exert effort, complete tasks, and achieve goals despite difficulties and obstacles. It reflects the ability to endure, persevere, persist, and be determined to face failure and various challenges. Perseverance is considered a result of the interaction between inherited and acquired traits and past experiences. It is also linked to an individual's internal tendencies such as self-motivation, optimism, adaptability, effort control, and performance strategies.

Dimensions of Perseverance Behavior

A review of previous studies related to perseverance behavior reveals several dimensions employed by researchers in this field to measure the perseverance variable. Among the most prominent are enthusiasm for effort, hard work, ambition, and perfectionism, which have received high weighting and have been utilized in numerous studies, as shown in the table below.

Table 4. Dimensions of Perseverance Behavior.

Al-Nasrawi & Yasir	Yang	Al-Fayyadh	Thalib et .al	Goldberg	Duckworth et.al	Rodger
Eagerness of effort	Eagerness of effort	Eagerness of effort	Ambitious	Eagerness of effort	Convergence of interests	Eagerness of effort
Work	Work	Work	Continue	Work		Work
hardened	hardened	hardened	working	hardened		hardened
Ambitious	Ambitious	Ambitious		Ambitious		Ambitious
Perfectionist	Perfectionist	Perfectionist		Perfectionist		Perfectionist

Therefore, the researchers, in light of the table above, will adopt it to represent the dimensions in the practical aspect, relying on the scale of Goldberg ; Yang, ; Al-Nasrawi & Yasir, , as it is the most suitable for the nature of the study, and it will be adapted in accordance with the nature of the environment, and below is an explanation of it [12][15][16].

The first dimension – Eagerness of effort : “This refers to an individual's level of sustained effort in performing job tasks and their ability to persevere in completing difficult tasks without fatigue or boredom[17].

The second dimension – Work hardened: This refers to the degree of effort and time an individual dedicates to performing their professional tasks and responsibilities consistently and regularly, with the aim of achieving a high level of performance and accomplishment[18].

The third dimension – Ambitious : This refers to the degree of effort and time an individual dedicates to performing their professional tasks and responsibilities consistently and regularly, with the aim of achieving a high level of performance and accomplishment[19].

The fourth dimension – Perfectionist : This refers to the level at which an individual strives to achieve ideal performance by adhering to precise standards, retrying mistakes, and not settling for average achievement”.

Proposed Research Model and Hypotheses

The framework of the current study is based on a number of theories, such as Holtom's theory, Chester Barnard's theory, resource conservation theory, field theory, Kloninger's theory, needs theory, reinforcement theory, and some previous studies [4] [7] [16]; [17]; [12] .

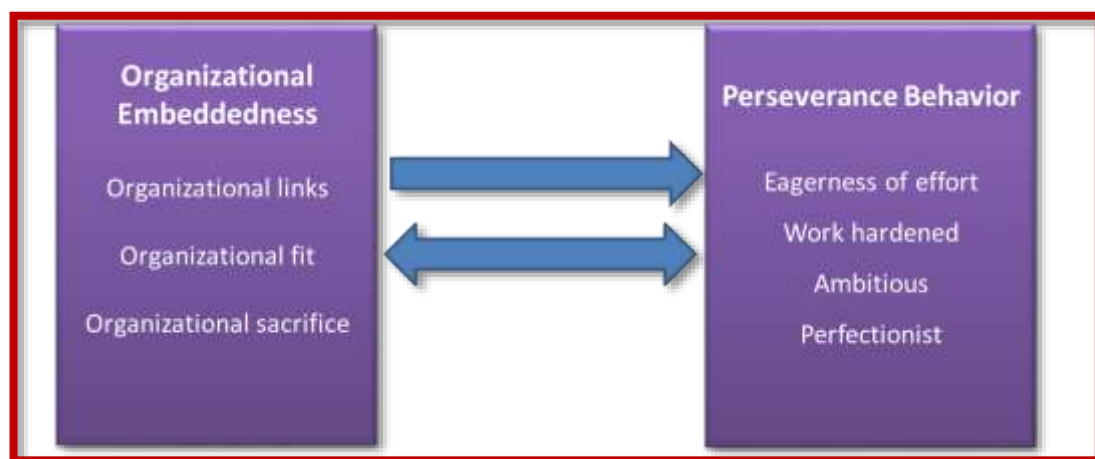


Figure 1. Theoretical Framework.

According to theoretical framework of this research, the hypotheses are formulated as:

H1: There is a positive and significant influence of Organizational Embeddedness (OE) on to Perseverance Behavior(PB) in Workplace.

H2: There is a positive and significant influence of Organizational Embeddedness (OE) dimensions on to Perseverance Behavior(PB).

3. Methodology

Target Audience

The population in the current study is all of the personnel at Babylon Health Directorate in Iraq.

Sample and Procedures

Based on the use of random selection techniques, only 340 employees received surveys, which were personally delivered and collected between December and January of 2025-2026. 328 questionnaires were ultimately received.326 were valid for statistical analysis.

Measures

In the current research, the 38 measurement items were modified from ([4] for Organizational Embeddedness) [16] ; [12] for Perseverance Behavior in the workplace. Moreover, present study seeks to measure all variables by using a 5-point Likert scale where survey question is referred to

agreement degree (i.e. 1 = strongly disagree, and 5 = strongly agree).

The Response Rate

In order to guarantee that the sample accurately and sufficiently represents the research community, The researcher directly distributed (340) questionnaires to a random sample of Najaf Teaching Hospital employees for the period (from 3/1/2023 to 3/2/2023), and after retrieving (328) questionnaires, it was discovered that the number of valid questionnaires for statistical analysis reached (326), while the invalid ones were (2) with a response with a response rate of (94.95%).

The Instrument Reliability of the study measurement tool:

The reliability of the measurement instrument was verified by evaluating the level of internal consistency between its items based on the responses of the research sample, using Cronbach's Alpha coefficient, which is one of the most common statistical indicators for measuring the reliability of multi-item scales. A scale is considered to have acceptable reliability when its Cronbach's alpha coefficient is 0.70 or higher, with higher values indicating better levels of internal consistency and reliability. The reliability test results for the study dimensions are presented in Table 5.

Table 5. The coefficient of validity and reliability of the research scale.

Variables	Dimensions	The number of paragraphs	Cronbach Alpha
Organizational Embeddedness(OE)	Organizational fit (OF)	6	0.885
	Organizational links (OL)	6	0.925
	Organizational sacrifice (OS)	6	0.939
Perseverance Behavior(PB)	Eagerness of effort (EF)	5	0.933
	Work hardened (WH)	5	0.920
	Ambitious (A)	5	0.930
	Perfectionist (P)	5	0.931

The source was prepared by the researcher based on the outputs of SPSS.28

Descriptive statistics / description, diagnosis and analysis of the data of the study variables

“diagnosis and analysis of the data of the study variables In light of the responses of (326) observations, the researcher attempts to determine the actuality, level, and importance of the study variables (Organizational Embeddedness (OE), Perseverance Behavior (PB)) among the staff of Babylon Health Directorate. The percentage, its standard deviation, and the relative weight (importance), whether at the sub-level or the level of the dimensions or the primary variables investigated, are provided for each questionnaire paragraph”.

Descriptive Analysis of the Organizational Embeddedness dimensions Variable (OE)

Table 6. Descriptive analysis of the items Organizational Embeddedness dimensions (OE)

	N	Mean	Std. Deviation	The ratio's relevance	Skewness Statistic	Std. Error	Kurtosis Statistic	Std. Error
Organizational fit paragraphs (OF)								
X11	326	3.595	1.270	71.9%	-0.582	0.135	-0.740	0.269
X12	326	3.610	1.199	72.2%	-0.623	0.135	-0.576	0.269
X13	326	3.583	1.199	71.7%	-0.617	0.135	-0.437	0.269
X14	326	3.868	1.103	77.4%	-0.913	0.135	0.164	0.269
X15	326	3.567	1.361	71.3%	-0.589	0.135	-0.837	0.269
X16	326	3.653	1.255	73.1%	-0.760	0.135	-0.394	0.269
Organizational links paragraphs (OL)								
X21	326	3.304	1.422	66.1%	-0.373	0.135	-1.179	0.269
X22	326	3.736	1.300	74.7%	-0.718	0.135	-0.663	0.269
X23	326	3.402	1.436	68.0%	-0.416	0.135	-1.147	0.269
X24	326	3.709	1.217	74.2%	-0.787	0.135	-0.262	0.269
X25	326	3.452	1.504	69.0%	-0.505	0.135	-1.213	0.270
X26	326	3.117	1.469	62.3%	-0.156	0.135	-1.347	0.269
Organizational sacrifice paragraphs (OS)								
X31	326	3.193	1.413	63.9%	-0.248	0.135	-1.212	0.269
X32	326	3.243	1.468	64.9%	-0.268	0.135	-1.303	0.270
X33	326	3.258	1.352	65.2%	-0.274	0.135	-1.124	0.269
X34	326	3.135	1.527	62.7%	-0.193	0.135	-1.440	0.269
X35	326	3.202	1.404	64.0%	-0.203	0.135	-1.251	0.269
X36	326	3.319	1.506	66.4%	-0.337	0.135	-1.331	0.269

The source was prepared by the researcher based on the outputs of SPSS.28

“According to the statistical markers reflected in the arithmetic mean, standard deviation, and percentage, Table (7) displays the findings for the variable "Organizational Embeddedness (OE)". Standard deviation (1.345), which displays the data' variation from their arithmetic mean with a percentage of 68.6%, is less than the hypothetical mean. Babylon Health Directorate, (OF) came in first because it received the highest values (3.646), while (OS) placed last because it received the lowest values (3.193). The values of the coefficients of flattening or torsion ranged from (1.96:-1.96). Here is a summary of the most significant findings regarding the sample's Organizational Embeddedness data, which satisfies the requirement of the normal distribution of the data “:

Table 7. Descriptive analysis of Organizational Embeddedness dimensions (OE).

The source was prepared by the researcher based on the outputs of SPSS.28

	N	Mean	Std. Deviation	The ratio's relevance	Answer level
Organizational fit (OF)	326	3.646	1.231	72.9%	High
Organizational links (OL)	326	3.453	1.391	69.1%	High
Organizational sacrifice (OS)	326	3.193	1.413	63.9%	Medium
Organizational Embeddedness(OE)	326	3.431	1.345	68.6%	High

Descriptive Analysis of the Variable Perseverance Behavior (PB):

Table 8. Descriptive analysis of the Perseverance Behavior dimensions (PB) :

	N	Mean	Std. Deviation	The ratio's relevance	Skewness Statistic	Std. Error	Kurtosis Statistic	Std. Error
Eagerness of effort (EF)								
Y11	326	3.702	1.220	74.0%	-0.778	0.135	-0.290	0.270
Y12	326	3.794	1.175	75.9%	-0.892	0.135	0.020	0.270
Y13	326	3.948	1.101	79.0%	-1.093	0.135	0.660	0.269
Y14	326	3.954	1.056	79.1%	-1.107	0.135	0.949	0.269
Y15	326	3.914	1.112	78.3%	-1.033	0.135	0.471	0.269
Work hardened (WH)								
Y21	326	3.721	1.237	74.4%	-0.819	0.135	-0.198	0.269
Y22	326	3.831	1.147	76.6%	-0.933	0.135	0.180	0.269
Y23	326	3.816	1.088	76.3%	-0.738	0.135	-0.063	0.269
Y24	326	3.862	1.085	77.2%	-0.915	0.135	0.263	0.269
Y25	326	3.871	1.164	77.4%	-0.959	0.135	0.195	0.269
Ambitious (A)								
Y31	326	3.764	1.173	75.3%	-0.868	0.135	0.009	0.269
Y32	326	3.767	1.110	75.3%	-0.765	0.135	0.012	0.269
Y33	326	3.828	1.104	76.6%	-0.883	0.135	0.233	0.269
Y34	326	3.794	1.155	75.9%	-0.859	0.135	-0.027	0.269
Y35	326	3.819	1.148	76.4%	-0.856	0.135	0.032	0.269
Perfectionist (P)								
Y41	326	3.776	1.206	75.5%	-0.886	0.135	-0.034	0.269
Y42	326	3.757	1.189	75.1%	-0.818	0.135	-0.207	0.270
Y43	326	3.840	1.139	76.8%	-0.915	0.135	0.172	0.269
Y44	326	3.806	1.182	76.1%	-0.837	0.135	-0.180	0.270
Y45	326	4.071	1.117	81.4%	-1.273	0.135	0.970	0.269

The source was prepared by the researcher based on the outputs of SPSS.28

"Table (9) shows the results related to the variable Perseverance Behavior(PB) according to the statistical indicators represented in: (the arithmetic mean, the standard deviation, and the percentage), as it is clear that the mentioned variable has achieved a high value, because the arithmetic mean has reached (3.832) Higher than the hypothetical mean, with a standard deviation of (1.146), which shows the deviation of the values from their arithmetic mean, with a percentage of (76.6%). (EF)) ranked first because it got the highest values (3.862), while psychopathy ((A)) came last because it got the lowest values (3.794). The natural data for Perseverance Behavior ,This indicates, to some

extent, the presence of a high level of enthusiasm and commitment to exerting intensive effort, along with a continuous pursuit of achieving the highest standards of excellence and perfection in the performance of workplace tasks, and here comes a presentation of the most important results related to the sample's responses regarding each dimension of the variable Perseverance Behavior"(PB) :-

Table 9. Descriptive analysis of Perseverance Behavior dimensions (PB).

	N	Mean	Std. Deviation	The ratio's relevance	Answer level
Eagerness of effort (EF)	326	3.862	1.133	77.2%	High
Work hardened (WH)	326	3.82	1.144	76.4%	High
Ambitious (A)	326	3.794	1.138	75.9%	High
Perfectionist (P)		3.85	1.167	77.0%	High
Perseverance Behavior(PB)	326	3.832	1.146	76.6%	High

The source was prepared by the researcher based on the outputs of SPSS.28

5.3 Testing the hypotheses of the correlations of the research variables :

"This part of the research specializes in a statistical presentation through which the correlation relationships are tested and analyzed between the two research variables (Organizational Embeddedness(OE) - the independent variable, with its four dimensions: Organizational fit (OF), Organizational links (OL), and Organizational sacrifice (OS)) - and the dependent variable Perseverance Behavior(PB). It is as follows":

Table 10. Matrix of Correlation Relationships for Research Variables.

		(OF)	(OL)	(OS)	(OE)
	Pearson	0.516**	0.647**	0.574**	0.634**
Perseverance Behavior(PB).	Sig. (2-tailed)	0.000	0.000	0.000	0.000
	N	326	326	326	326

Source: SPSS output.V.28

"The correlations between the two research variables (Organizational Embeddedness(OE) - the independent variable, with its four dimensions: Organizational fit (OF), Organizational links (OL), and Organizational sacrifice (OS)) - and the dependent variable Perseverance Behavior(PB) showed positive and high morale relationships.

Testing impact hypotheses

In this paragraph, the results of testing impact hypotheses will be discussed, which will be tested

successively:

The first main hypothesis (H1): Testing the effect of the Organizational fit (OF) on **Perseverance Behavior(PB)**, the researcher designed a structural equation model for the purpose of testing the following hypotheses:

The presence of the influence of the Organizational fit (OF) in Perseverance Behavior(PB). As the following figure shows the structural model designed and proposed by the researcher”:

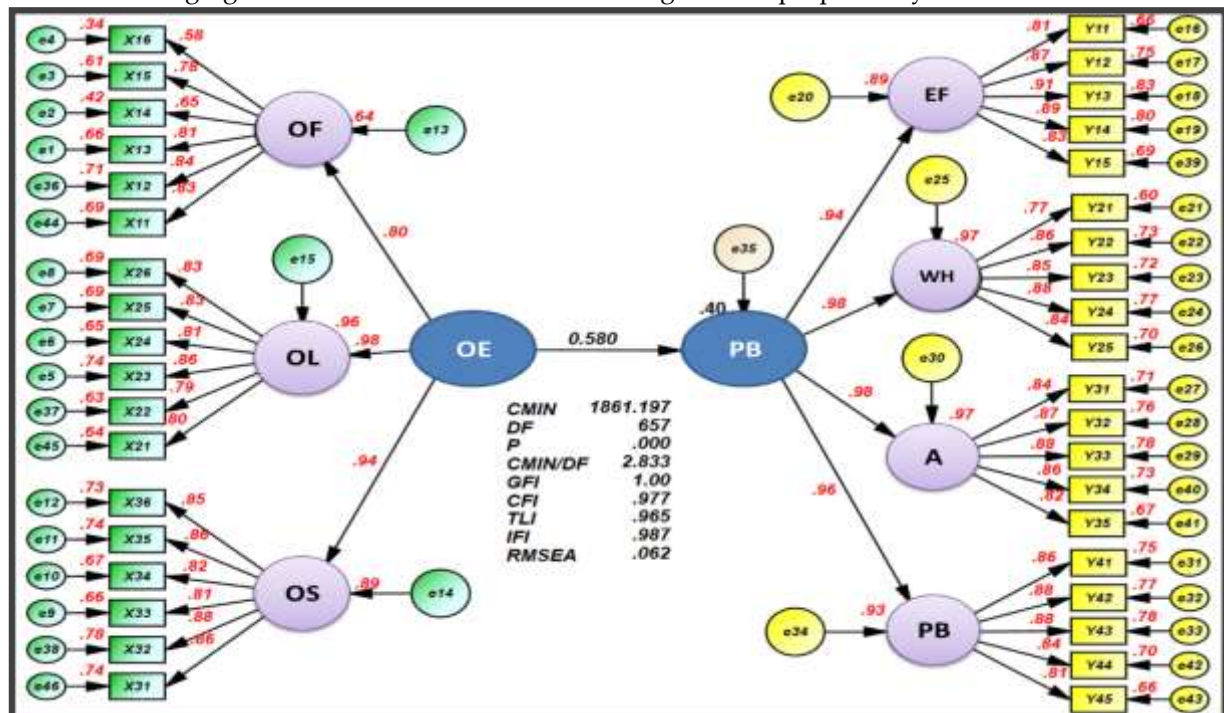


Figure 2. The structural equation model between Organizational Embeddedness(OE) and Perseverance Behavior(PB).

The researcher's findings from the statistical analysis connected to the standards for approving or rejecting the impact model are shown in the following table”:

Table 11. The effect between Organizational Embeddedness(OE) and Perseverance Behavior(PB).

Path	Standar rating	standar error	critical value	R2	Sig.
Organizational Embeddedness ---> Perseverance Behavior	0.580	0.087	1.982	0.402	0.000

Source: AMOS.V.24 output

“Table (11) indicates full acceptance of this hypothesis, which states that there is a statistically significant effect of Organizational Embeddedness on persistence behavior. The value of the standardized effect coefficient reached (0.580), a positive value that reflects a strong direct relationship. This means that any increase in attention to the organizational stability variable will lead to a tangible improvement in persistence behavior among employees. by the weight of One standard value of (0.809) with a critical value of (13.154) and a standard error of (0.044), which means that the increased interest of the Babylon Health Directorate administration in improving Organizational Embeddedness leads to increase the impact of persistence behavior in the workplace by focusing on increase the level of Work hardened and working to Ambitious and Eagerness of effort .

The results of Table (11) also indicate that Organizational Embeddedness contributes to explaining an amount of (0.402) of the variance in Perseverance Behavior, while the remaining value is due to factors not included in the study. Therefore, hypothesis (H1) will be accepted.

The second main hypothesis (H2): Testing the effect of theof Organizational Embeddedness (OE) dimensions on to Perseverance Behavior(PB).

The researcher designed a structural equation model for the purpose of testing the following hypotheses:

The existence of an effect toOrganizational Embeddedness (OE) dimensions on to Perseverance Behavior(PB). The researcher's designed and suggested structural model is depicted in the following figure:. The researcher's designed and suggested structural model is depicted in the following figure”:

Source: AMOS outputs

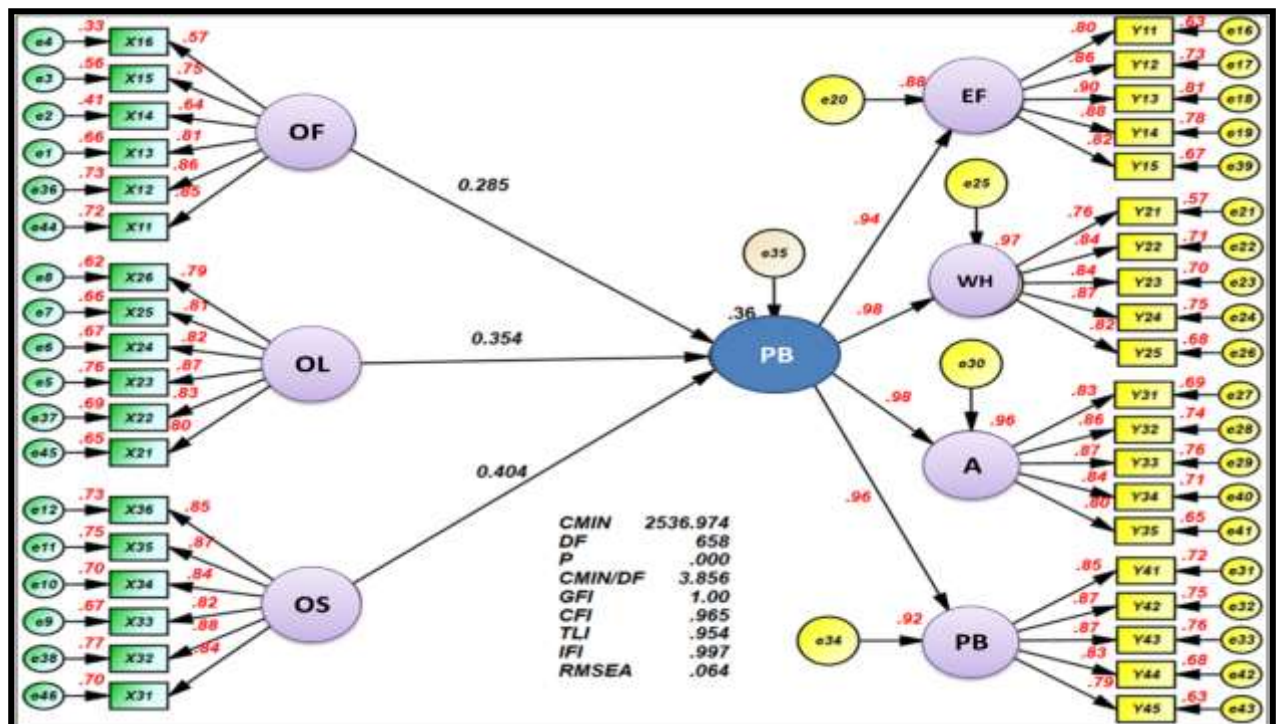


Figure 3. Structural model of the effect of Organizational Embeddedness dimensions on persistence behavior.

The researcher's findings from the statistical analysis connected to the standards for approving or rejecting the impact model are shown in the following table:

Table 12. Assessment results for the impact factors of Organizational Embeddedness dimensions in perseverance behavior.

Path			Standard rating	Standard error	Critical ratio	R ²	Sig.
Organizational fit (OF)	--->	Perseverance	0.285	0.087	8.543	0.36	0.005
Organizational links (OL)	--->	Behavior	0.354	0.056	7.765		0.002
Organizational sacrifice (OS)	--->		0.404	0.098	5.765		0.004

Source: AMOS outputs

“Table (10) indicates that the more the Babylon Health Directorate recognizes the importance of strengthening Organizational Embeddedness, the more this contributes to promoting perseverance behavior among employees. ,in other words, increase the Organizational fit (OF)dimension by one unit leads to an improvement in increase Perseverance Behavior in The workplace has one standard weight of (0.285), with a critical value of (8.543) and a standard error of (0.087), while growth the Organizational links (OL) dimension by one unit leads to an improvement in increase Perseverance in the workplace with one standard weight of (0.354). , with a critical value of (7.765) and a standard error of (0.056), while the last dimension of Organizational sacrifice (OS) came with the value of the largest effect and the amount of (0.404), meaning that increase it by one unit leads to an improvement in Strengthening of perseverance behavior .

The results of Table (12) also indicate that Organizational Embeddedness dimensions contributes to explaining an amount of (0.36) of the variance in Perseverance Behavior, while the remaining value is due to factors not included in the study. Therefore, hypothesis (H2) will be accepted”.

(Discussion)

“The results of this research shed light on the dynamics behind the phenomenon being studied, by showing a clear and hypothesized influence pattern. Combining the basic theoretical model with aggregate evidence clearly demonstrates that there has been improvement through targeted actions in this area, although specific structural constraints still hold back ideal performance. They do not just see these flaws as insurmountable ends of the line in this research but as critical points around which future investigations and operational policy need to be structured. In order to enhance the utility of these insights, we recommend future efforts predominantly focus on strengthening these areas with more effective and efficient methodological frameworks, developing useful capacity building programs, and implementing comprehensive monitoring systems targeting systemic inefficiencies. In addition, it is very much encouraged for both key stakeholders to facilitate initiatives to thrive cross-sector collaboration, and even have a resource framework shift toward sustainable approaches and long-term intervention instead of reactions. Taking these things a few steps further, the empirical evidence highlights that harmonizing standard operating procedures will be important to facilitate data collection and reduce noise associated with operational variability in different contexts. Besides integrating advanced methods into the clinical workflow itself, policy-makers need to ensure that there is a deliberate effort towards bridging this gap between theory and practice by investing in continuous training programs customized for local needs. Long-term success will also rely on a positive organizational culture that encourages flexibility and provides systems to determine evaluation based on data. Future studies should expand their analytical designs to include longitudinal studies that follow these variables over longer time scales, which may uncover subtle changes and better induce indirect effects. In the end, strengthening structural reform with stringent empirical evaluation will do much to confirm the central findings of this paper but also provide a durable basis for long-term policymaking and sustainable practice”.

4. Results and Conclusion

The results of the investigation indicated the good internal consistency and reliability ($\alpha \leq 0.885$) of all measuring scales. Descriptive statistics showed that the employees surveyed had high levels of organisational embeddedness (OE) ($M = 3.431$) and perseverance behaviour (PB) ($M = 3.832$). Pearson correlation test indicated substantial positive connections between all OE parameters and PB ($p < 0.001$). Moreover, SEM revealed that OE is a significant and direct predictor of PB ($\beta = 0.580$, $R^2 = 0.402$, $p < 0.001$) accounting 40.2% of its variance. The highest predictive influence among the particular characteristics was Organisational Sacrifice ($\beta = 0.404$), followed by Organisational Links ($\beta = 0.354$) and Organisational Fit ($\beta = 0.285$). To conclude, increasing employee sacrifice, linkages and fit as a way to increase organisational embeddedness is an important strategic driver to increase workplace persistence and prolonged work effort.

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