

# ABSTRACTS

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## **Study the relationship between job satisfaction and defense mechanisms of Ustad Rabbani University**

Baqir Rezaei<sup>1\*</sup>, Nilab Nabiyar<sup>2\*\*</sup>

1- Scientific board member of Psychology faculty, Shahid Rabbani Education University,  
Kabul, Afghanistan

2- Bachelor of Psychology, Shahid Rabbani Education University, Kabul, Afghanistan

### **Abstract**

This study aims to investigate the relationship between job satisfaction and defense mechanisms of employees in Ustad Shahid Rabbani Education University. The present study is a descriptive cross-sectional study. The statistical participants of this study are employees of Ustad Shahid Rabbani Education University. The sampling method is random and about 157 participants are chosen as sample statistical participants. In this study, we use the job satisfaction of Bayfield and Rothe (O.J.S) and the questionnaires style of defensive, which is designed by Dan Coleman and Shoran Imber (D.S.Q) for determining the relationship between defensive mechanism and job satisfaction in employees of Ustad Shahid Rabani Education University. The study result shows that a significant negative relationship between job satisfaction and underdeveloped defensive mechanism of employees of the mentioned University is existed. This means that as much as employees use an underdeveloped defense mechanism, job satisfaction declines, but no significant relationship has been found in the underdeveloped defense mechanism. Nowadays, to improve the performance of the organization, it is necessary to pay more attention to the employees and the factors that influence their performance. Factors such as job satisfaction, organizational commitment, creativity, stress, conflict, and so on affect the performance of employees, so there is a need to provide better and more relaxed conditions for employees to use effective defense mechanisms and be a pioneer worker in their field.

**Keywords:** *job satisfaction, defense mechanisms, employees of Ustad Shahid Rabani Education University*

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\*- Rezaei64@gmail.com (Corresponding Author)

\*\*-. nilab22nabiyar@gmail.com

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## **The Impact of Organizational Justice on Job Satisfaction, Case Study: Kabul Municipality**

Akbar bahmani Choubbasti<sup>1\*</sup>, Ali Fetrat<sup>2</sup>, Mohammad Rozi Pedram<sup>3\*\*</sup>

1- Assistant Professor, Faculty of Public Administration, Payame Noor University, Tehran,  
Iran

2- Professor of Psychology faculty, Kabul University, Kabul, Afghanistan

3- Graduated of Public Administration, Payame Noor University, Kabul, Afghanistan

### **Abstract**

The purpose of the present study is to investigate the impact of organizational justice dimensions including distributive, procedural and metadata on job satisfaction in Kabul municipality. It is an applied research method based on survey data collection and the type of descriptive research is scientific. The study statistical population includes employees of different branches of Kabul municipality who were selected as a sample of 160 persons using Morgan Table. The data collection tools were standard questionnaires which their reliabilities were calculated by experts and their reliabilities were calculated using Cronbach's alpha. Data were analyzed using Kolmogorov-Smirnov test (KS Test) and the normality of the data was specified and descriptive and inferential statistics was done via excel and SPSS software. Regression tests were used to infer hypotheses; the research findings confirm the research hypotheses. The results show that establishing equity in the organization in any way leads to employees' satisfaction with their work and increasing their job satisfaction. Therefore, the research must be actualized to the Kabul municipality and find the result of this impact. Is Kabul municipality's staff members satisfied from their jobs or not? We will find the impact of this study on the satisfaction of staff of Kabul municipality.

**Keyword:** *Organizational justice, Distributive justice, Procedural justice, Interactive justice, Job*

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\*- bahmani.akbar@gmail.com (Corresponding Author)

\*\* - m.rozi\_pedram@yahoo.com

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## **The Impact of International Migration, Immigration and Human Development Index on Economic Growth (A Case Study of Afghanistan)**

Ahamad Mohammadi<sup>1\*</sup>, Mustafa Jafari<sup>2\*\*</sup>

1 Scientific board member of economics faculty, Kateb University, Kabul, Afghanistan

2- Graduated of economics, Islamic Azad University of Babol, Babol, Iran

### **Abstract**

Today, Migration is one of the most common phenomena in Afghanistan. Undoubtedly, migration is not free of economic effects. Labor is one of the inputs of production and human capital is the main reason for economic growth and development of a country. The purpose of this study is to investigate the impact of international migration, migration and human development index on economic growth in Afghanistan. For this purpose, annual data of Afghanistan during the time period of (2003-2017) were investigated by using the Autoregressive-Distributed Lag (ARDL) method. The results show that in the short and long term, the human development index has a positive and significant effect on economic growth and the increase of the country's immigrants has a positive and significant effect on economic growth. Also, the increase in the number of out-migration has a negative and significant effect on economic growth, although no significant relationship was found in the long run.

**Keywords:** *Human Development Index, Economic Growth, Immigration, External Migration*

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\*- ahmad.mohammadi@kateb.edu.af (Corresponding Author)

\*\*-. Bargozideh69@gmail.com

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## **Assessing the impact of E-commerce on economic growth in selected Asian countries (2010-2017)**

Najibullah Arshad<sup>1\*</sup>, Narjes Zafari<sup>1</sup>, Malaka Mohammadi<sup>2\*\*</sup>

- 1- Scientific board member of economics faculty, Kateb University, Kabul, Afghanistan
- 2- Graduated of economics, Kateb University, Kabul, Afghanistan

### **Abstract**

Experimental and theoretical studies show that the factors of an economy with capital and technology influence economic growth. New technologies have transformed the business environment and transformed traditional ways in new ways. By developing information and communication technology opened new horizons for business in different countries in E-commerce. E-commerce as one of the key features of the modern economy is one of the most important factors contributing to the development of societies, as it has made a significant contribution to global trade and has provided the path to rapid economic growth. This study aims to examine the impact of e-commerce on the economic growth of selected Asian countries (China, India, Russia, South Korea, and Japan). To estimate the research model, generalized least squares (GLS) and panel data overtime period (2010-2017) has been used. Data analysis has been performed and analyzed by using EViews and Stata software. The result of research shows that e-commerce has a statistically significant and positive effect on Gross Domestic Product (GDPs) of these countries, which has conformity with theoretical expectations.

**Keywords:** *information and communication technology, Economic growth, E-commerce.*

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\*- najibullah.arshad@kateb.edu.af (Corresponding Author)

\*\* - malika.muhammadi2016@gmail.com

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## **Investigate the impact of investment in education on economic growth in selected countries of South Asia**

Tayeba Hashemi<sup>1\*</sup>

1- Master's student of economics, Kateb University, Kabul, Afghanistan

### **Abstract**

Nowadays economic growth needs both physical and human capital. As human capital will cause the stock of capital and increase labor force productivity. Therefore, investment in education can affect economic growth that is an important issue for economists. This paper investigated the impact of investment in education on economic growth overtime period (2010-2017) in selected countries of South Asia. The data used by Eviews software is distinguished. The method estimated in this study was generalized least squares (GLS) for panel data. The result shows investment in education and physical capital has a positive and significant effect but it has a negative and significant effect on the labor force. According to government spending coefficient on education is (0.02), if one percent of education spending increases it will cause to be 0.02%. Also one percent of physical capital increase causes 0.03% economic growth. But according to the labor force coefficient (-0.99), it reduces economic growth by 0.09% if the labor force increases one percent.

**Keywords:** *Education, Economic Growth and South Asia*

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\*-Tayeba.hashemy@gmail.com

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## **Study the Role of Inflation Effect on Afghanistan Gross Domestic Product using the self-regression vector (VAR) Model**

Mohammad Ghafarifard<sup>1\*</sup>, Mohammad Ibrahim Akbari<sup>2\*\*</sup>

- 1- Scientific board member of economics faculty, Ahlul-Bayt International university, Tehran, Iran
- 2- Graduated of economics, Ahlul-Bayt International university, Tehran, Iran

### **Abstract**

One of the most important goals of any economic system is to achieve low and stable inflation and sustained economic growth. In economic theories and the results of empirical studies that have been unanimously debated by researchers in different countries about how inflation impacts on GDP, they have lost a variety of outcomes (negative, positive, neutral). In this research, the effect of inflation on GDP in Afghanistan was analyzed based on the data from (1395-1388). For this purpose, using the Vector Regression Vector (VAR) model, the effects of inflation have been investigated. In general, the results of the research indicated that with the increase of inflation, GDP will decrease. There was a significant negative relationship between inflation and gross domestic product. Therefore, there was a significant positive correlation between export variables and the formation of gross fixed capital formation with gross domestic product.

JEL Classification: F43, E31, C32

**Keywords:** *GDP, Inflation, Afghanistan, self-regression vector (VAR) Model.*

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\*- mghaffaryard@abu.ac.ir (Corresponding Author)

\*\* - m.ebrahimakbari@gmail.com

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## **The Impact of Uncertainty Money Growth on the Economic Growth of South Asian Countries during 2004-2016**

Najibullah Arshad<sup>1\*</sup>, Mohammad Hassan Hassani<sup>2\*\*</sup>

1- Scientific board member of economics faculty, Kateb University, Kabul, Afghanistan

2- Graduated of economics, Kateb University, Kabul, Afghanistan

### **Abstract**

Money growth instability influences economic development in two dimensions. One way of unstable interest rate affects economic activities. Fluctuation of money growth increases interest rate, which hereby causes increase bond risk. An increase in bond risk increases money demand and interest rate eventually decreases investment and production. Furthermore, the fluctuation of liquidity volume causes uncertainty in the private sector about liquidity volume and other macro variables. This is uncertainty situation impact on decision making, entrepreneurship, investment, and economic growth. This paper empirically analyses the impact of money growth uncertainty on the economic growth of South Asian countries from 2004 to 2016. The independent variable is GDP and the essential explanatory variable is money growth uncertainty. The GARCH regression is used to extract an appropriate index for money growth uncertainty and Generalized Least Square (GLS) method is used for estimation of the effect of money growth uncertainty on economic growth. The result of empirical research indicates the negative impact of money growth uncertainty on the economic growth of the mentioned countries. *Ceteris paribus*, if money growth uncertainty increases one percent while the economic growth decreases only 0.003 percent. So, economic policymakers should consider the stability of money volume growth and monetary policy while devising their policy regarding liquidity volume and monetary policy.

**Keywords:** *Economic growth, Money growth uncertainty, GARCH, and Panel data.*

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\*- najibullah.arshad@kateb.edu.af (Corresponding Author)

\*\*-. m.hassanhassani1371@gmail.com



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## **Estimation of output gap and investigate impactful factors on it in the economy of Afghanistan (2008-2017)**

Hassan Rohani<sup>1\*</sup>, Ahmad Mohammadi<sup>1\*\*</sup>, Tayeba Hashemi<sup>2</sup>

- 1- Scientific board member of economics faculty, Kateb University, Kabul, Afghanistan
- 2- Graduated of economics, Kateb University, Kabul, Afghanistan

### **Abstract**

The output gap reflects the economy performance of a country, thereby increase or decrease leads to inflation or stagnation. Production output gap can determine the direction of economic policy for growth of countries. The purpose of this study is to estimate the output gap and to investigate the impact of real exchange rate, export and import on it in Afghanistan during the years (2008-2017). The Hodrick-Prescott model is used to estimate the output gap and Vector auto regression (VAR) model is used to investigate the impact of 3 variables (real exchange rate, export, and import) on dependent variable (output gap). The data applied in this study was seasonal. Results show that Gross Domestic Product (GDP) had fluctuation during (2008-2017), relatedly real exchange rate had a positive effect, export and import had negative effects on the output gap. According to variance analysis, the real exchange rate had the highest effect and import had the lowest effect. At the end, based on the variance analysis results, the instant functions show that incoming momentum of output gap and exchange rate will cause strong fluctuations in Gross Domestic Product (GDP) trend, relatedly export and import cause weak fluctuation.

**Keywords:** *Output gap, Economy of Afghanistan, Hodrick-Prescott filtering, VAR Model, Real exchange rate, Export and Import.*

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\*- h.rohani@kateb.edu.af (Corresponding Author)

\*\* - ahmad.mohammadi@kateb.edu.af

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**Address:** Darulaman St. Kateb University, Scientific Research Center, Office of Kateb Quarterly, Kabul, Afghanistan

**Phone:** +93 (0)72 9008 779

**Website:** <https://research.kateb.edu.af>

**Email:** [Journal@kateb.edu.af](mailto:Journal@kateb.edu.af)

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