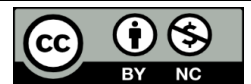


The relationship between favorable organizational climate and organizational commitment and occupational violence among education teachers in Shiraz

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<p>Keywords: <i>Favorable organizational climate, organizational commitment, occupational violence</i></p> <p>Article Type: Research Article</p> <p>Corresponding author's Email: farhad.tyam71@gmail.com</p>	<p>Abstract</p> <p>Background and purpose: optimal and desirable education can be considered one of the basic elements of every society, and teachers, as the guardians of this matter, are considered one of the most important factors in advancing the goals of education. Any society's survival, durability, and progress depend on the quality of its education. Therefore, this research aimed to explain the relationship between favorable organizational climate, organizational commitment and occupational violence. Methodology: The research design was descriptive and correlational. The research's statistical population was comprised of all the teachers working in education in district 2 of Shiraz city. Among the statistical population, 169 people were selected and studied by purposeful sampling. In order to collect data, questionnaires on the psychological climate (1991), organizational commitment (1990), and occupational violence (2013). After collecting and extracting data, participants' scores were analyzed using Pearson's correlation and multiple and multivariable linear regression, and statistical software (SPSS). Results: The results showed a positive relationship between organizational climate and organizational commitment and a significant negative relationship between organizational climate and occupational violence. Also, there is a significant correlation between the subscales of independence, cohesion, trust, pressure, support, appreciation, fairness, and innovation with organizational commitment and occupational violence. Also, the results showed that favorable organizational climate and organizational commitment are able to predict occupational violence. Conclusion: The research results confirm the existence of a relationship between the psychology governing the organization and violence and job commitment in teachers. Therefore, a favorable psychological climate increases the efficiency, commitment, and performance of employees in the organization.</p> <p>This article has been published as open access according to CC BY-NC 4.0. All rights to publish this article belong to the author.</p>
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How to Cite:

Namjoo, F., Namjoo, K., Motaghd, A., Basiri, A., Khoshbayan, A., & Lyaghat, E. (2021). The relationship between favorable organizational climate and organizational commitment and occupational violence among education teachers in Shiraz. *International Journal of Innovation in Management and Organizational Behavior*, 2(3), 53-66.

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Introduction

Today, a job's importance and decisive role in various dimensions of human life are obvious. The efficiency and development of any organization depend on the correct use of human resources. The results of research on behavioral sciences in general and organizational behavior in particular show that the optimal use of human resources relies on actions that create an climate and climate in the organization so that each employee is satisfied with complete mental health. , use maximum effort in the direction of job duties (Bigdeli, Momeni and Ghanbari, 2018). Researchers believe that if the organization wants to fully achieve its goals with a clear mission, a favorable strategy, efficient organizational structures and suitable job design, it needs efficient and committed human resources (Rezaian, 2008). The employees' morale, the better manifestation of the organization's transcendental goals, and the achievement of individual goals depend on the existence of human resources committed to the organization (Miller, 2003). Organizational commitment is a kind of emotional dependence or a feeling of loyalty to the organization. The presence of human resources committed to the organization while reducing absenteeism, delay, and displacement, can significantly increase the organization's performance. Organizational commitment is one of the essential motivation issues, based on which people get their identity from the organization, participate in it and enjoy being a member. More committed people who adhere to the values and goals of the organization and will actively play a role in the organization are less likely to leave the organization and find new job opportunities (Chang & Lin, 2015).

Education is the most important pillar to achieving development and transformation in today's society. Therefore, schools are increasingly in need of hard-working and committed human resources, and the realization of the educational goals should depend on its employees' efforts more than anything else (Colverson, 2021). One of the reasons for paying attention and studying organizational commitment is that organizations with members with high levels of commitment usually have higher performance and the probability that committed employees to leave the organization is less. On the other hand, today's organizations in the competitive world need to strive for the organization's benefit and beyond the organization's tasks, which is especially important in sensitive jobs such as teaching and training (Louis Georg, 2011).

On the one hand, people's jobs provide income, challenges, relationships, and profound consequences for their physical and mental comfort and play a significant role in their lives (Morsi Alfash, 2014). There are tensions in work activities caused by hard working conditions, and occupational violence is one of these tensions (Maqami & Aghababayan, 2015). The issue of workplace violence is complex. It may appear in different forms, for multiple reasons, and at many levels, and there are different views about its nature. However, at the primary level, it is about systematic misbehavior with subordinates,

colleagues, or superiors that, if continued and prolonged, may cause severe social, psychological, and psycho-physical problems in the target person (Zepf et al., 2011). In his study, Einarsen defines occupational violence as follows: workplace violence means harassing, insulting, socially restricting, or harming another person's work duties. In order for a specific activity to be called violence, its process must be frequent and regular (for example, weekly) and over a long period (for example, about six months) (Enarsen & Notelsen, 2009). Occupational violence has three main factors: work-related violence, person-related violence, and threatening behaviors. Individual behaviors include ignoring, banning and depriving, humiliating in public, insulting, spreading gossip or gossip, shouting, disturbing private life, etc. Work-related behaviors include assigning impossible tasks, impossible deadlines for completing work, unmanageable workloads, meaningless tasks, intentionally withholding or giving ambiguous information, threats about job security, etc. Threatening behaviors include physical and psychological threats to employees (Midaniouch-Chirili, 2015). Workplace violence is a global problem, and its prevalence is increasing daily. The studies conducted in the field of exposure to violence in health care workers abroad and inside the country all indicate that the workers are suffering from violence in the workplace. For example, recent statistics show that 35% to 50% of US workers have experienced violence during their careers (LaQuita, 2010).

Various surveys and research conducted in organizations have been carried out with several main goals. One of these goals is to know the factors and characteristics that are effective in the success of organizations. These characteristics, which allow us to distinguish one organization from another, are the psychological climate governing the organization (Hosseini, 2008). Byrne, Stoner, Thompson, and Hochwarter (2005) concluded during research that work conscientiousness leads to high performance only when the psychological climate prevailing in the organization is positive.

The organizational climate in the organization's environment refers to the relatively stable quality of the internal environment that is perceived by the employees of that organization and affects their behavior (Willers, 2006). Yunzwa (2008) and Gate (2003) believe that identifying the organization's climate and improving it is a fundamental step in increasing work quality. Identifying and improving the organizational climate can be a helpful solution for managers. They should humanize the general climate of the organization and achieve the comprehensive quality stage (Dorani, Karam Dost, and Farzan, 2014). From the environment, heart satisfaction, organizational commitment, practical commitment to tasks, motivating employees, and desire to work in the organization (Borman, Penner, Matavidlo, 2001). Also, organizational people can have high performance when they precisely understand their work environment and consider their work and psychological climate to be in accordance with their thoughts. Research shows that a stimulating psychological climate, including job attachments and job performance, causes employees

to work hard and then causes the effective performance of the organization (Schneider, 1990). Organizational climate reflects organizational values felt by employees and carries messages from the organization's environment that employees of an organization develop their expectations of work behaviors based on this information (Shujen-Lin & Cheng-Lin, 2011). Organizational climate helps organizational members gain a proper understanding of the purpose and meaning of their organization or work (Banks, 2013). Therefore, according to the stated content, the central question of the research is whether there is a significant relationship between favorable organizational climate and occupational commitment and occupational violence.

Methodology

The current research was applied and descriptive-correlational in terms of methodology. The statistical population of this research included all the teachers working in education in district 2 of Shiraz city, which had a population of 300 people. Sampling in this research was done in the form of purposeful sampling. For this purpose, according to the statistical population taken from the 2nd district administration, the sample size was calculated as 169 people based on Morgan's table. According to the research purpose, male individuals with at least three years of employment experience were selected as samples. After collecting the raw data, it was analyzed with SPSS software at two descriptive and inferential levels. Indicators such as the average standard deviation were calculated at the descriptive level. The research questions were investigated and tested at the inferential level using the correlation coefficient test and multiple regression analysis.

Materials

1- Organization's Psychological Climate Questionnaire (1991). This questionnaire has eight subscales: independence, cohesion, trust, pressure, support, appreciation, fairness and innovation. The set of items related to these eight subscales is arranged in 40 statements. This questionnaire is based on a five-point Likert scale. I completely disagree (1 point); I disagree (2 marks), I have no opinion (3 marks); Agree (4 marks) and completely agree (5 marks) are given. The reverse items of this questionnaire are: 16, 18, 19, 20, 27, 33 and 34 (i.e. "I completely agree" is given a score of 1 and "I completely disagree" is given a score of 5). Boronsora (2014) declared this questionnaire's formal and structural validity to be appropriate and calculated the reliability coefficients of this questionnaire using Cronbach's alpha method. Cronbach's alpha for the independence component was 0.76, coherence 0.74, confidence 0.80, pressure 0.85, support 0.80, gratitude 0.79, fairness 0.67, and innovation 0.70 (Parsakia, 2022).

2- Organizational Commitment Questionnaire of Allen and Meyer (1990). Allen and Meyer designed the Allen and Meyer Organizational Commitment Questionnaire (OCQ)

in 1990. The initial form of this questionnaire was made in 1987. This questionnaire has 24 statements the respondent must answer on a Likert scale from strongly disagree to strongly agree. This questionnaire measures the three main dimensions of organizational commitment, i.e., emotional, continuous and normative. The scoring method of this 24-item questionnaire is seven options. Questionnaire materials include the options "I strongly agree" (7), "I somewhat agree," "I slightly agree," "I have no opinion," "I slightly disagree," "I somewhat disagree," and "I completely disagree" (1). Subjects must answer one of the seven options of each question, and then they are scored based on the values of 1, 2, 3, 4, 5, 6, and 7. In this questionnaire, the maximum score is 168 points, and the minimum score is 24. It should be noted that questions 4, 5, 6, 8, 9, 10, 15, 16, 17, 18, 19, 21, and 24 have a reverse scoring method. In a study conducted by Ahmadipour in Iran in 2018, with emphasis on Cronbach's alpha coefficient method, the validity of each of the subscales of the questionnaire was obtained, and it was determined that the validity coefficients of emotional commitment were equal to 0.77, the validity coefficients of continuous commitment It is equal to 0.79 and the coefficients of normative commitment are also equal to 0.61. The reliability coefficients obtained by emphasizing the psychometric characteristics of the questionnaire are favorable and placed at an acceptable level (cited by Saatchi et al., 2010).

3- Workplace violence questionnaire in the health sector. The questionnaire "Workplace violence in the health sector" was prepared by the International Labor Office, the World Health Organization, and the International Staff Council. This questionnaire has 58 questions in four parts, including physical violence (18 questions), psychological violence (12 questions), sexual violence (12 questions), and racial violence (12 questions). At the end of the questionnaire, three open-ended questions titled "Opinion and opinion about workplace violence" were asked, including "What did you do when you were subjected to violence?", "What factors do you think were effective in the occurrence of violence?" and "How to prevent violence in the ward?". In the Persian version of the questionnaire, open questions were designed and used as closed questions. The scoring of the expressions of the 5-point Likert spectrum is as follows: very high=5, high=4, neutral=3, low=2, and very low=1. In the research of Falahi, Tamizhi, and Ghazanfari (2013) to check the reliability, the questionnaire was distributed among 20 nurses of the research community (nurses of the Razi Psychiatric Training-Treatment Center) on two occasions with an interval of 15 days and the correlation coefficient ($r=0.73$) Obtained. Also, in the research of Ali Yari (2019), the reliability of the questionnaire was calculated using Cronbach's alpha method of 0.81.

Results

The statistical indices related to the scores of each research variable were calculated, and the descriptive data related to the research variables can be seen in Table 1.

Table 1: Descriptive statistics indicators of research variables

Variable	Mean	Standard deviation
Organizational climate	80/33	6/81
Independence	11/52	1/65
coherence	9/28	1/92
Trust	8/52	1/79
Pressure	8/80	1/54
Protection	10/20	1/44
Appreciation	11/50	1/84
fairness	9/69	2/38
Innovation	10/80	2/67
Organizational Commitment	60/83	12/19
Emotional commitment	18/56	3/74
Continuous commitment	25/51	5/05
Normative	16/75	4/73
Total score of occupational violence	70/36	10/76
physical violence	17/81	3/53
psychological violence	17/54	3/52
sexual violence	17/00	3/49
Racial violence	18/00	4/21

Table 2: The results of the correlation coefficient of organizational climate with organizational commitment and its subscales

Variable	Organizational commitment		Emotional commitment		Continuous commitment		Normative commitment	
	Correlation coefficient	Sig	Correlation coefficient	Sig	Correlation coefficient	Sig	Correlation coefficient	Sig
Organizational climate	0/18	0/03	0/14	0/04	0/18	0/02	0/17	0/03
Independence	0/18	0/03	0/19	0/02	0/19	0/02	0/18	0/02
coherence	0/17	0/03	0/17	0/03	0/17	0/03	0/15	0/03
Trust	0/16	0/03	0/17	0/03	0/16	0/03	0/18	0/03
Pressure	0/14	0/03	0/15	0/03	0/21	0/01	0/16	0/03
Protection	0/30	0/01	0/18	0/03	0/15	0/03	0/17	0/03
Appreciation	0/17	0/03	0/13	0/04	0/18	0/03	0/19	0/02
fairness	0/17	0/03	0/18	0/03	0/14	0/04	0/18	0/03
Innovation	0/16	0/03	0/17	0/03	0/16	0/03	0/19	0/02

According to the above results, there is a significant correlation between the overall score of organizational climate and organizational commitment; Also, there is a significant correlation between the subscales of independence, cohesion, trust, pressure, support,

appreciation, fairness, and innovation with emotional commitment, continuous commitment, and normative commitment.

Table 3: The results of the correlation coefficient of organizational climate with occupational violence and its subscales

Variable	Occupational violence		Physical violence		Psychological violence		Sexual violence		Race violence	
	Correlation coefficient	Sig	Correlation coefficient	Sig	Correlation coefficient	Sig	Correlation coefficient	Sig	Correlation coefficient	Sig
Organizational climate	-0/15	0/03	-0/16	0/04	-0/20	/0160	-0/19	0/019	-0/20	/0140
Independence	-0/13	0/03	-0/15	0/02	-0/17	0/02	-0/18	0/02	-0/23	0/01
Coherence	-0/15	0/03	-0/17	0/03	-0/17	0/03	-0/16	0/03	-0/16	0/03
Trust	-0/15	0/03	-0/18	0/03	-0/18	0/03	-0/16	0/03	-0/15	0/03
Pressure	-0/21	0/01	-0/19	0/03	-0/19	0/01	-0/26	0/01	-0/17	0/03
Protection	-0/18	0/02	-0/18	0/03	-0/18	0/03	-0/18	0/03	-0/18	0/02
Appreciation	-0/23	0/01	-0/17	0/04	-0/16	0/03	-0/19	0/018	-0/17	0/03
fairness	-0/21	/0100	-0/18	0/03	-0/14	0/04	-0/16	0/03	-0/26	0/01
Innovation	-0/17	0/03	-0/16	0/03	-0/18	0/03	-0/15	0/04	-0/15	0/03

According to the above Joule results, there is a significant negative correlation between the total score of organizational climate and workplace violence. Also, there is a significant negative correlation between the subscales of independence, cohesion, trust, pressure, support, appreciation, fairness, and innovation with physical violence, psychological violence, sexual violence, and racial violence.

Table 4: Regression results of predicting occupational violence based on organizational climate and organizational commitment

Model	sum of squares	Df	mean square	F	R	R ²	R ² _{adj}	sig
Regression	10261/91	2	5130/95	77/40	0/65	0/43	0/42	0/001
Residual	13389/37	202	66/28					
Total	23651/28	204						

According to the above table, the value of sig is less than 0.01, which shows the regression model's significance; at least one of the predictor variables has a significant effect on the criterion variable. In this research, the coefficient of multiple determination was obtained as 43. In other words, organizational climate and commitment can predict workplace violence by 43%. The value of this corrected coefficient is 0.42 in this research; in other words, organizational climate and commitment can predict workplace violence by 42%. Considering the significance of the whole model, it is necessary to check which of the

coefficients is not zero, or in other words, which variable or variables have a significant effect on the model. For this purpose, a t-test was used.

Table 5: Standard, non-standard coefficients and t-statistics of the variables included in the regression equation

Predictive variable	Regression coefficients		T	sig	Required significance level
	Standard	Non-standard Beta			
Organizational climate	0/49	0/43	12/11	0/001	0/01
Organizational Commitment	0/17	0/19	2/59	0/040	0/05

The results of the table show that organizational climate and organizational commitment were able to predict occupational violence. According to the results of the above table, organizational climate, with a beta coefficient of 0.43, and organizational commitment, with a beta coefficient of 0.19, were able to predict job violence.

Discussion and Conclusion

The present study aimed to explain the relationship between favorable organizational climate, organizational commitment, and occupational violence. The results showed that there is a positive relationship between organizational climate and organizational commitment and a significant negative relationship between organizational climate and occupational violence; Also, there is a significant correlation between the subscales of independence, cohesion, trust, pressure, support, appreciation, fairness, and innovation with organizational commitment and occupational violence. Also, the results showed that favorable organizational climate and commitment can predict occupational violence. In the following, we will discuss the results in more detail.

According to the results, it can be concluded that there is a significant correlation between the total score of organizational climate and organizational commitment; Also, there is a significant correlation between the subscales of independence, cohesion, trust, pressure, support, appreciation, fairness, and innovation with emotional commitment, continuous commitment, and normative commitment.

These results are in agreement with the results obtained from the research of Bigdeli et al. (2018), Sohrabian et al. (2018), Pira (2015), Rahmati et al. (2014), Naami and Zargar (2006), Davinendirak (2019), Parsakia et al. (2022), Oktage (2016), Chander and Chaudhry (2010) are aligned and coordinated. In this regard, Taghipour (2009) showed a significant positive relationship between the culture and climate of the organization, job motivation, job enthusiasm, and innovative behavior with job satisfaction. Amin Shayan Jahormi et al. (2009) showed in their research that there is a significant positive relationship between organizational enthusiasm and commitment and dimensions of organizational climate (intimacy, cheerfulness, consideration, trust).

Based on the theory of Allen and Mayer (1990), job commitment is defined as the degree of psychological identification or attachment to the organization that people work for.

Commitment connects the individual with the organization. Those with a high level of job commitment have a positive attitude toward their work and a higher level of mental health. On the other hand, those dissatisfied with their work have a low level of mental health and job commitment to their work. In fact, one of the most important and controversial concepts, which on the one hand, has focused theoretical and fundamental efforts and, on the other hand, has become very important for all levels of management and human resources of organizations, is job commitment. On the one hand, this importance is due to this structure's role in the progress and improvement of the organization and the workforce's health. On the other hand, it is since, in addition to numerous and sometimes complex definitions and conceptualizations, job commitment has been a meeting place and a common structure of many scientific fields such as education, psychology, management, sociology, economics, and even politics.

This finding can be explained in such a way that the organizational climate is one of the dimensions that, in every organizational unit, represents the social climate that governs that unit. In fact, according to Herta (2008), the organizational climate governing a unit can be effective in the success of that unit in various fields. A favorable organizational climate causes loyalty and strengthens cooperation between employees and will impact their performance, organizational commitment, and service delivery. On the other hand, an unfavorable organizational climate will result in consequences such as spending working time arguing and struggling with each other, high tension and searching for another job, reduced communication with supervisors, and lack of job commitment.

In explaining these results, the organizational climate as an internal quality of the organization is according to the perception and experience of the members of that organization; it refers to the characteristics that distinguish one organization from another. Due to the prevailing scientific and disciplined climate in university and academic environments, most relationships between people and the organization are based on rules. In addition, people in that environment based on the organizational climate as a result of the interaction of the members of an organization and a basis for interpreting the conditions that evoke norms, values, and attitudes about the culture of the organization and is also a source of influence on the individual's behavior. Also, the specialness of the organizational climate in every organization, the organizational climate can guarantee peace of mind, the mental health of the individual, and job commitment in the organization.

Only one factor does not cause job satisfaction and commitment; a combination of various factors causes the working person to feel satisfied and enjoy his job at a particular moment. A person feels job satisfaction and commitment differently by emphasizing different factors such as income, working environment conditions, participation in decision-making, and social value at different times. Also, this job commitment is effective on other aspects of a person's existence, including their mental health. Considering that the organizational

climate flows in all dimensions of the organization, it also affects their job commitment. These effects can cause the motivation or weakness of the person, which can be seen in the performance of human resources. Therefore, while influencing the behavior and state of the members, it also affects their job commitment.

As much as the organization's climate is healthy and suitable to the expectations of the employees and the employees are satisfied with the role and reward and the level of communication with the people they have in the organization, it will increase the working capacity of the people. Also, they should be more compatible with the environment and support the organization and its goals. As a result, the productivity, commitment, and performance of employees in the organization, especially the welfare organization, increases.

Also, the results showed a significant negative correlation between the overall score of organizational climate and occupational violence. In addition, there is a significant negative correlation between the subscales of independence, cohesion, trust, pressure, support, appreciation, fairness, and innovation with physical violence, psychological violence, sexual violence, and racial violence.

Ghasemi et al. (2014) concluded that job performance could be predicted by conscientiousness and psychological climate variables. Maleki and Qadri (2008) concluded that the regression analysis of predicting teachers' performance based on organizational climate was significant.

In explaining the obtained results, organizational climate is known as a relatively durable feature of the organization's internal environment, which distinguishes an organization from other organizations and is caused by the behavior and policies of the organization's members. Considering that organizational climate is an effective factor in the performance of the organization as well as in the motivation and behaviors of the organization's members, and it has a direct relationship with the production power of employees, job motivation, salaries, social positions of employees, communication networks between organization members and workplace violence or aggression. Therefore, managers should shape this climate in such a way that it has the most harmony with employees' thoughts, insights, feelings, and behavior. In organizations, every new member in his first professional contact with the work environment hopes to encounter a suitable organizational climate to meet his economic, social, and psychological needs optimally.

A person's understanding of the existing organizational climate is his mental image of the organization. Some of these organizations are lively and efficient; some are quiet; some have a suitable and favorable climate, and others have a cold and inappropriate climate. There is a two-way interaction between organizational climate and organizational members. People's personalities, needs, abilities, job satisfaction, goals, and the level of participation in the organization's decisions directly affect their perceptions of the

organization's environment. Employees who positively evaluate the organizational climate are satisfied with their work and have high job motivation and performance. As a result, they show less violent behavior at work.

Creating a suitable climate is one of the most important long-term goals of any organization, and managers should consider it as one of the valuable organizational assets. Also, they should adopt a behavior that does not affect the values, customs, and perceptions of people in the organization and will increase their job satisfaction and motivation. Therefore, the greater the level of influence and dynamism of the organization's climate, the greater the interest in work and occupational violence decreases.

In explaining this hypothesis, it should be said that researchers have shown that a healthy organizational climate has a positive effect on employee behavior (violence or job satisfaction). Therefore, the factors and elements that make up the organizational climate, when the level of each of these dimensions increases in each of the employees, people are motivated by their work environment; that is, the work environment becomes a pleasant and profitable place. When employees enter the organization, they expect to encounter a favorable and supportive organizational climate in order to meet their needs. It is the responsibility of the managers to organize the related affairs in such a way that people participate in the activities with their whole beings. Shared responsibility is the basis of collective creativity and initiative. The more positive the organizational climate, the easier it will be to establish human relationships, and the less workplace violence will be formed in relationships. On the contrary, fearful or negatively closed climates cause people to mistrust, fear, distance, and hate each other. Therefore, a positive and open climate provides employees with mental health, job satisfaction, and non-violent job performance.

In explaining this hypothesis, it should be said that stressful factors have more negative effects on people who have more occupational violence. The fewer these negative effects are in people shows that such people have a robust motivational and functional system in their environment. Therefore, motivational and behavioral factors (pleasure or violence) protect people from the potentially harmful effects of stress, especially if this motivational factor is the boss and superiors. The main source of organizational climate is people's perception of the objective and tangible aspects of the organization. Because humans are unique and their personal characteristics differ in temperament and climate, their perception of organizational climate is different, and this point is important for managers. In order to know the reflections on their activities, they should evaluate the feedback that the employees show to direct the organization's activities in the direction of their findings.

Ethics

This research observed ethical standards, including obtaining informed consent and ensuring privacy and confidentiality. Also, while completing the questionnaires while

emphasizing completing all the questions, the participants were free to withdraw from the research at any time and provide individual information. They were assured that the information would remain confidential, which was strictly adhered to.

Acknowledgement

All participants in the research are thanked and appreciated.

Conflict of Interest

According to the authors, this article has no financial sponsor or conflict of interest.

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