

The relationship between organizational culture and employee empowerment with respect to the role of organizational conflict among staff Guilan Provincial Court

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Abstract As the overall value of the expected performance of distinct pieces defined behavior that a person does during a specified period of time Pundits recently organizational performance in two dimensions, task performance and performance have divided the field. This study explores the relationship between organizational culture and employee empowerment with regard to the role of organizational conflict among staff Gilan Provincial Court has been made. Research Perspective purpose is applied and the method of research is descriptive. The population of all employees in Gilan Justice whose number is 726 people and random sampling method is used a sample of 233 people all staff Gilan Provincial Court were considered in the analysis of the research model, structural equation modeling using LISREL 8.54 software and descriptive statistics software is used SPSS19. In the studied model, the main indices the suitability of the model has been fitted. The findings suggest that the relationship between organizational culture and employee empowerment is given the role of organizational conflict. **Keywords:** Organizational culture, employee empowerment, organizational conflict, and conflict management.

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