

impact of empowerment and job security on employee creativity with mediating effect of commitment in the municipality of rasht

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Creativity when there is a person or persons of your knowledge and skills Radrbah natural phenomena or Khvdansan, are not adequate themselves forced to use a wide variety of abilities they have to meet their different needs. For creativity and creative workforce will be needed within organizations to tie together the right conditions, new ideas and thoughts to inject organization. Research Perspective purpose is applied and the method of research is descriptive. All employees of the municipality of the city of Rasht, including 2167 individuals and non-probability sampling technique in which a sample of 170 employees of the City of Rasht city were considered The research model analysis, structural equation modeling using LISREL 8.54 software and descriptive statistics were used Smart PLS software. In the studied model, the main indices the suitability of the model has been fitted. The findings suggest that empowering effect on employee creativity and job security in the municipality is the city of Rasht.

Keywords : Empowerment, job security, employee creativity, organizational commitment

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