

The Impact of Organizational Learning Culture and Psychological Empowerment on Employees Job Attitude (the Study Population: Employees Isaco)

Ali Sabouri Pirmusae*, Dr. Morad Rezaee Dizgah,

The aim of this study is to evaluate the effect of organizational learning culture and psychological empowerment on job attitudes of Isaco Company. direct impact of organizational learning culture and psychological empowerment on job satisfaction, emotional commitment and intention to leave the job has been studied in conceptual model of research and at the same time the indirect impact of organizational learning culture and psychological empowerment and emotional commitment and employee turnover intention (by influencing job satisfaction) has been studied. Using questionnaire data were collected 258 employees of Isaco Company. To test the hypotheses, structural equation modeling was used. The results of hypothesis testing show that organizational learning culture had a significant positive impact on emotional commitment and job satisfaction, while had no impact on employee turnover intention. The results also showed that psychological empowerment is positively and significantly effective on job satisfaction and emotional commitment of employees and has a negative impact of job leaving. Results indicate that job satisfaction has a positive impact on emotional commitment and a negative impact on the propensity to leave the job. In other words we can say that job satisfaction can play a mediating role in the relationship between organizational learning culture and psychological empowerment with emotional commitment and intention to leave the job.

Keywords : Key words: organizational learning culture, psychological empowerment, job satisfaction, emotional commitment and intention to leave the job.

