

The effect of centralization on organizational citizenship behavior and deviant workplace behavior in the rasht's municipality

Amaneh Khodabakhshi*,

Abstract The population of this study consists of Rasht municipal staff to 600 people. The study sample consisted of 287 randomly ed employees who have been possible method. The aim of this study is applied. The method of gathering data, this study is a descriptive research survey and the data collection, fieldwork is. To analyze the data, structural equation modeling and software SPSS 20 and LISREL 8.54 was used and the results suggest that focus directly as well as through Procedural Justice on organizational citizenship behavior and the behavior is deviant municipal staff Rasht impact Lays.

Keywords : Key words: procedural justice, focus, work deviant behavior, organizational citizenship behavior, the city of Rasht.

[Islamic Azad University, Rasht Branch - Thesis Database](#)
[دانشگاه آزاد اسلامی، واحد رشت - سامانه بانک اطلاعات پایان نامه ها](#)