

The relationship between organizational silence and organizational citizenship behavior regarding the role of the moderator of procedural justice (Case Study: Tax Administration of Gilan Province)

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Abstract: One of the key variables in the behavioral sciences, organizational citizenship behavior, this behavior is beyond the role of the individual in the organization and has a major role in achieving organizational goals. In this regard, the present study we evaluated the relationship between organizational silence and organizational citizenship behavior regarding the role of the moderator of procedural justice is designed. The research method is descriptive and applied purpose. The population of this study includes employees of State Tax Administration of Gilan and non-probability sampling method available. The method of collecting the data in this survey questionnaire is applying it. In order to determine the validity of the content validity method and Cronbach's alpha reliability coefficient was used. Finally, to analyze data and test hypotheses using structural equation modeling and 67/3 of the OCB variable by variable of procedural justice and organizational silence is explained. **Keyword:** organizational citizenship behavior, procedural justice, organizational silence

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