

The Relationship among Trust, Silence and Commitment in Social Security of Guilan

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Abstract In this contemporary era, that suspicion is dominating most of the managers, unfortunately, only a few organizations are proud of the cooperation and trust of their employees & for improving the trusted quality along sections of the organization, managers should know how trust grows along people over the time. The organization's commitment is an important vocational observation that has been encouraged a lot by organizational behavior researchers along these years. Some of the vital problems in succeeding organizational programs & purposes are the lack of information, trust & organizational silence which has been called by researchers which means not revealing ideas & opinions about the problems of organizations which is a common thing among companies. The purpose of all these researches are examining the effect of trust in organizational commitment with the intercession of organizational silence in social security organization Guilan province which includes a statistical population of these researches & its statistical sample is formed by 150 people of elder employees. The method of the research is descriptive & conjunctive & also the purpose of the research is operational, which has been adjusted in winter 1395. The method of sampling is accidental & the way of gathering information is field & questionnaire. Also research questionnaires validity based on context validity and structure and questionnaires reliability has been proved by Cronbach's alpha coefficient .in this research for the purpose of examining the relations between variables, Person correlation coefficient and EMOS software has been used and Kolmogorov-Smirnov test is used for data analyses method of determining normality of variable distribution and also for accessing main aims, and hypothesis test, structural equation model and smart plus software is being used. Research results of the main hypothesis in this organization show that there is a positive and significant relationship of trust on organizational commitment with intermediary organizational

silence.

Keywords : Keywords: trust, commitment, organizational justice, organizational silence.

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