

Explaining job satisfaction and organizational commitment in ports and shipping organization province of Gilan, with an emphasis on organizational innovation, support for carers and employee's empowerment

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With the recession in the 1970s and 1980s, the debate was job satisfaction in organizations, when the majority of workers due to the recession and economic downturn was dissatisfied with their jobs. This has attracted the attention of most managers and organizations to discuss job satisfaction. Job satisfaction is an important factor to increase efficiency and personal satisfaction in the organization as well. Managers in various ways seek to increase their job satisfaction. This study aimed to assess the impact of organizational innovation, supervisor support, and empower employees on job satisfaction and organizational Commitment Gilan Ports and Shipping Organization has been done. The research method is descriptive and analytical. The population of the province of Gilan Ports and Shipping employees of which there are 449 people. The research instrument used and the method of collecting field.. Simple random sampling in the study of structural equation model was used to analyze the data and the results showed that all 5 hypothesis was confirmed.

Keywords : job satisfaction, organizational commitment, supervisor support, empower employees

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