

Determine organizational citizen behavior regarding to individual, organization and organizational support suitability at Guilan municipalities

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Citizenship behavior is the most important subject that attention to it facilitates organization management , increases client satisfaction at administrative and nonadministrative systems. Regarding to this subject importance present research responds this question is there a meaningful relationship between realized organizational support and individual - organization suitability regarding to job dependancy decliner role with organizational citizenship behavior at Guilan municipalities? This research type is descriptive and its aim is practical and data collection method has been field. To collect information has used questionnaire . Research statistical community is 7857 county municipalities workers . Among them 318 ones considered as case by Kokaran formula for limited community. Sampling method has been cluster-random. Using instrument tested in term of content. For questionnaire stability used Chronbach alpha that obtained up to 0.7 for all variables. To analyse data used structural equation and spss and WARP PLS softwares. Analysis results indicate that all 5 hypotheses have verified that at the most coefficient are respectively as: relationship between realized organizational support with citizenship behavior , individual-organization suitability with citizenship behavior through realized organizational support , individual-organization suitability with citizenship behavior , individual-organization suitability with organizational citizenship behavior regarding to job dependancy decliner role.

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