

Survey Moderator Job Burnout in Relationships between Work Values and organizational Citizenship Behavior in Melat bank Branches of Guilan province

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Abstract The total purpose of this study was the effect of work Values on organizational citizenship behaviors according Moderation Role Of burnout. The research purpose is applications, data collection method is descriptive and Correlation. Data collection tool is questionnaire. The population studied in the present investigation is B Melat bank Branches of Guilan province employee with 254 people a total of 300 questionnaires that were distributed using simple random sampling. Finally, 269 questionnaires were collected employees and data was analyzed. The data analysis showed that the 95% value of work Values has a significant and with organizational citizenship behavior. Also burnout Moderate Relation between works Values and organizational citizenship behavior. Overall, the results suggest that strengthen the work Values and reduce burnout leads to organizational citizenship behavior of employees. **Keywords:** of work Values, Job burnout and organizational citizenship behavior

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