

The effect of job satisfaction and organizational justice and organizational commitment on organizational citizenship behavior (the case of gas company Guilan)

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As described OCB behaviors that are beyond the technical skills and task performance. In other words, support, affirm and protect the environment, context psychological, social and organizational, who will act as facilitators of the main tasks. This study aimed to investigate the effect of job satisfaction and organizational justice, organizational citizenship behavior and organizational commitment (Case Study: Gilan Province Gas Company) as a service organization has been made. Research Perspective purpose is applied and the method of research is descriptive The population of all employees, including 600 gas Gilan and random sampling. a sample of 161 employees were considered Gilan Province Gas Company The research model analysis, structural equation modeling using LISREL 8.54 software and descriptive statistics were used Smart PLS software In the studied model, the main indices the suitability of the model has been fitted. The results demonstrated the effectiveness of job satisfaction and organizational justice, organizational citizenship behavior and organizational commitment.

Keywords : Job satisfaction, organizational justice, organizational citizenship behavior and organizational commitment

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