

# **The Impact of Employee's Political Skill on Organizational Citizenship Behavior in Guilan Governor and dependents Headquarters**

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**This study with contains 5 hypotheses, following the impact of the impact of employee's political skill on organizational citizenship behavior in Guilan Governor and dependents Headquarters. The method of research is descriptive and analytical. The type of research is applicable. The statistical population consists of all employees of Guilan Governor and dependents Headquarters. The total population was 819 employees. The sample according to formula Cochran method and finite population sampling and sampling were available for 304. After a total of 350 questionnaires were distributed among employees of Guilan Governor and dependents Headquarters of which number 321 were identified and analyzed questionnaires were used. The results of the research hypothesis and analysis were performed using logistic regression analysis indicated that political skill and its dimension (social astuteness, interpersonal influence, networking ability, apparent sincerity) impact on employees organizational citizenship behavior. The beta coefficient corresponds to the political skill and its dimensions with organizational citizenship behavior are as follows: 0.769, 0.725, 0.501, 0.567, and 0.686. Accordingly, it can be said that one of the variables affecting organizational citizenship behaviors is the levels of employees' political skill.**

**Keywords : Political Skill, attitudes, Social Astuteness, Interpersonal Influence, Networking Ability, Apparent Sincerity, Organizational Citizenship Behavior.**

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