
The impact of Jobs significant on organizational commitment with regard to the role of job dependence on Imam Khomeini Relief Committee Guilan

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Organizational commitment is one of the most important issues that have been mentioned in various studies. Many researchers have expressed organizational commitment as a powerful tool and desirable in joining the staff to organization and increase the efficiency and effectiveness of the organization. Organizational commitment is defined as a psychological transplant which describes the relationship between the individual and the organization. So, the main purpose of this research is jobs significant organizational commitment given the role of job dependence in Imam Khomeini Relief Committee in Guilan Province. Present research in aim is descriptive and in terms of data collection is type of descriptive research. The population of the research is staff of the Imam Khomeini Relief Committee in Guilan province the number is 897 people. Sampling method is systematic sampling in this research and the number of samples is equal to 296. In this study sampling method is systematic sampling and the number of samples is equal to 296. The method of collecting data in this study is field and data collection instruments are the Jang and Yoon (2016) questionnaire. In this study to measure the validity of the content validity and reliability of Cronbach's alpha coefficient was used that values higher than 0.7 were obtained for all variables. All analyzes data collected through software SPSS and LISREL done. To investigate the hypothesis of confirmatory factor analysis and structural equation modeling was used. Results of hypotheses suggest a positive and significant of meaningful jobs on dependency and organizational commitment. In another hypothesis also positive and significant impact of job dependencies on organizational commitment was approved. Finally at end of the study hypothesis the

mediating role of job dependence in relationship between meaningful jobs and organizational commitment Imam Khomeini Relief Committee Guilan Province was approved.

Keywords : Key words: Organizational commitment, jobs meaningfully, job dependencies, Relief Committee, Guilan

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