

Effect of ethical atmosphere on trust in the leader and trust in the organization with regard to work experience in the governorate and provincial governors of Guilan province

alireza zarei sharif*,

The present study, by analyzing six hypotheses, seeks to evaluate the relationship between ethical climate as an independent variable with trust in the organization and trust in the leader as a dependent variable, and considering the work record as a moderating variable. The research method is descriptive-analytical of the applied type. The statistical population of this research includes all official and contract staff working in the governorate and provincial governors of Guilan province. The total statistical population is 918 people. The statistical sample of this study was obtained according to the Cochran method and limited population sampling method and available sampling method was 380 people. The results of the test of research hypotheses and the analysis of the analyzes by SPSS 20 and LISREL 8.54 indicate that the dimensions of the ethical climate generally account for 49% of trust in the organization and 63% of trust in the leader. . The results of the study's variable as a moderator variable showed that most of the research hypotheses were approved in all three groups of work experience: low, medium and high. The only relationship of self-centered atmosphere with trust in the organization, as well as its benevolent climate, has not been confirmed by its trust in the organization in the medium-term work experience group.

Keywords : Key words: ethical atmosphere, trust in the organization, trust in the leader, selfish atmosphere, benevolent atmosphere, principled atmosphere.

