

The effect of support on attitude Employees of the Imam Khomeini Committee in Gilan province with the Mediator role of emotional commitment

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Abstract Considering employee attitudes as one of the social indicators, due to the significant results that can improve organizational behavior, performance, effectiveness and organizational progress and reduce costs, it has an special importance. Two important employee attitudes include organizational citizenship behavior and service exclusion. Based on this, the present research studies whether organizational support through emotional commitment can have a significant effect on the attitude of Imam Khomeini Aid Committee staff in Guilan province. this research is applied about the goal and descriptive-correlation in terms of the nature. Data collection method is field method and data collection tool is questioner. The statistical population of this research is 573 employees of the Imam Khomeini aid Committee in Guilan province, and 259 of them were ed as a research sample by the Cochran formula for the limited population. Sampling method In this study, is a simple cluster- random sampling . To test the reliability of the questionnaire, Cronbach's alpha was used which was more than 0.7 for all variables. SPSS and PLS software were used to analyze the data. the 9 hypotheses presented in the research, seven hypotheses were approved: the effect of organizational support on organizational justice, the effect of perceived organizational support on organizational commitment, the effect of perceived organizational trust on organizational trust, the effect of organizational justice on service leave, the impact of organizational justice On citizenship behavior, the effect of organizational commitment on citizenship behavior, the effect of organizational trust on citizenship behavior. Two rejected hypotheses are: the effect of organizational commitment on service leave and trust on service

leave. Key words: **Organizational trust, Service leave,**

**Keywords : Organizational commitment, Perceived organizational support,
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