

The study of personnel support effect on job satisfaction and organizational commitment (Case Study: Drug companies of Rasht industrial city)

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Abstract Without a doubt, the importance of work experience and how it affects the attitudes and values of relate to work is an issue that has attracted attention of scientists and experts in the social sciences and behavioral sciences. Organizational success and workplace depends on job satisfaction and the efficient use of human resources based on behavioral science, till enterprise employees are committed to the organization and that their needs become their needs are and the challenge so increasingly, supervisors, managers and authorities and organizations have engaged. To meet this challenge, more recognition and more comprehensive concepts of structures related to human resources, special tools and the skills in order to use these tools is essential, so main purpose of this study was to investigate the effects of personnel support on job satisfaction and organizational commitment. This study, according to the classification and based on the purpose is applied research and on how to collect data type is descriptive research. The the research community is all employees of drug distribution in the industrial city of Rasht that their numbers are 880 people. Based on the sample of 261 employees, for example, have been studied. Sampling method is random. In this study, a questionnaire was used to collect data. To test the hypotheses was used of structural equation modeling and SPSS and Lisrel statistical software was used to analyze The results obtained the study showed a direct positive relation with organizational innovation, supervisor support and empowerment of personnels on a mediator variable of organization support and also show that there is a direct positive relationship between variables of organizational support to the dependent variables of of job satisfaction and organizational commitment.

Keywords : Keywords: human resources, organization, organizational commitment, organizational support.

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