

The relationship between professionalism, rewards, job satisfaction and organizational commitment in the staff of the General Directorate of Youth and Sport of Gilan

Lida Mohammadi Moaf*,

Abstract Organizations believe that human resources as the main source of value creation and competitive advantage is in the organization. This study seeks to explore the relationship between professionalism, reward, job satisfaction on organizational commitment the General Office of of Youth and Sport Gilan province. This study is practical and the data collection method is descriptive - correlation. The data collection method had been library and field and their collecting tool is questionnaire that it's validity was confirmed by idea's expert and master and for it's reliability was calculated by Cornbrach's alpha. The study population included all of the employees of the Department of Sport and Youth Gilan to 290 persons. Because of the limited number of population was used to determine the sample by Morgan table that total of 175 questionnaires and 10 percent more, according to the probability of no return of questionnaires were distributed. Finally, 175 questionnaires employees were collected and analyzed. The method of analysis using confirmatory factor analysis and structural equation modeling with partial least squares technique and by using the software is smart PLS. The relationship between the four variables professionalism, reward, job satisfaction and organizational commitment were investigated. Analysis results showed that there are positive relationship between reward and organizational commitment, and job satisfaction and reward, professionalism and reward.

Keywords : Keywords: Professionalism, reward, job satisfaction, organizational

commitment, youth and sport.

[Islamic Azad University, Rasht Branch - Thesis Database](#)
[دانشگاه آزاد اسلامی، واحد رشت - سامانه بانک اطلاعات پایان نامه ها](#)