

Consider the mediating role of jobsatisfaction in the relationship between behavioral interaction and organizational commitement (Case study: Rasht Municipality)

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Organizational commitment is one of the most important issues that have attracted a lot of attention in recent years. In the meantime, researchers are trying to foster this factor in the organization by identifying factors that influence organizational commitment. Therefore, the main objective of the research is the relationship between behavioral interactions and organizational commitment through job satisfaction in the municipality of Rasht. this research is applied in terms of the goal and descriptive in termes of data collection. The statistical population in this research is all the employees of the five municipalities of the municipality, whose exact figures according to the inquiry of the municipality's staff is 698. The method of sampling in this research is cluster and simple random sampling. Data gathering method in this field survey and data gathering tool, is a questionnaire. In this research, the Cronbach's alpha coefficient was used to measure the validity of content validity and also to determine the reliability of whose values for all model variables were higher than 0.7. All analysis of the data collected through SPSS and Laser software. The result of the research hypotheses test confirmed the positive and significant impact of the partners' interaction, interaction with the work environment and interaction with the customer on the job satisfaction of the employees of the municipality of Rasht. On the other hand, the positive and significant positive effect of cooperation between the colleagues and job satisfaction on the organizational commitment of the employees of the municipality of Rasht has been confirmed. Finally, in the final hypotheses of the research, the role of satisfaction mediation in the relationship between the interaction with the work environment and the organizational

commitment of the employees of the municipality of Rasht has been confirmed.

Keywords : -Organizational Commitment, Behavioral Interactions, Job Satisfaction, Municipality, Rasht-

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