

The Relationship between Social Engagement and Organizational Commitment of Employees Based on Work Experience and Education in the General Office of Roads and Urban Development of Guilan Province

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:Abstract The purpose of the present study was to determine the relationship between socialization and organizational commitment of employees according to the history of Kire and education in the General Directorate of Road and Urban Development in Guilan province. The statistical population of the study consisted of all employees of the General Directorate of Roads and Urban Planning in Guilan province, which consisted of 430 people. Using simple random sampling method, the Cochran formula of the limited society was considered as 203 individuals. The data collection tool was based on individual and collective socialization questionnaire and organizational commitment. The instrumental validity of the questionnaire tool By experts and experts in content form. The reliability of the questionnaire was 0.7% for all questionnaires using Cronbach's alpha test. For data analysis, descriptive statistics (central dispersion indexes) and inferential statistics (structural equation modeling and t-value) were used. The Kolmogorov-Smirnov test was used to determine the normality of the data. The results of the research showed that there is a positive and significant relationship between socialization and organizational commitment of the employees in the studied society. Also, the findings showed that individual socialization had a greater effect on emotional commitment and its effect on socialization was higher and the highest effect Indirectly, the result of the effect of individual socialization on organizational commitment was achieved through work experience. Application of the results obtained in the statistical society for decision making by the top managers and managers of the department of roads and urban

planning of Guilan province can use effective socialization mechanisms, interactive analysis to empower and prepare the staff for their participation. Also, the fit of the job with Employed in a system of merit, in this case, the level of organizational commitment of employees will be improved the job.

Keywords : socialization, organizational commitment, education, work experience

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