

The relationship between socialization and job satisfaction of employees according to gender and work experience in the department of road and urban planning of Guilan province

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:Abstract The purpose of the present study was to determine the relationship between socialization and job satisfaction of employees according to gender and work experience in Gilan city road and urban planning departments. The statistical population of the study consisted of all employees of the General Directorate of Road and Urban Development of Guilan province, which consisted of 430 people. they give . Among these, a simple random sampling method was used by the Cochran formula in the limited society. 203 people were considered as the number of samples needed. The data collection tool was based on individual and collective socialization questionnaires and job satisfaction. The instrument's toolkit questionnaire Was done by experts and experts. The results of the questionnaire were analyzed using Cronbach's alpha test for job satisfaction of 0.875 and individual socialization of 0.817 and social empowerment of 0.7484. To analyze the data, descriptive statistics Central dispersion indices) 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 job satisfaction of employees in the studied society. Also, the findings showed that collective socialization had an impact on job satisfaction and its severity was more than individual socialization, and the highest The indirect effect of the effect of collective socialization on job satisfaction has been obtained. Using the results obtained in the statistical society for decision making by the top managers of the Department of Roads and Urban Development of

Guilan province can be used to apply effective socialization mechanisms , Interactive analysis for empowerment and further preparation of work.

Keywords : socialization, job satisfaction, gender, work experience

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