

The relationship between organizational culture (based on high-level performance) and talent management with regard to satisfaction and organizational commitment of municipal experts in Rasht city)

amir ebrahimnejad*,

Abstract This study attempts to influence high performance organizational culture on talent management through satisfaction and organizational commitment is measured, as well as to determine the mediating role of satisfaction and organizational commitment on talent management among experts in rasht municipality .research methods is descriptive and statistical population experts are rasht municipality experts.the sample size is 193.sampling method is stratified random.instruments measure in this study was a standard questionnaire .it was used to check the validity of specialists and experts. For this study, cronbach's alpha reliability coefficient estimate and to test the hypotheses of statistical analysis and structural equation modeling software is used lisrel8.5.4. Alpha coefficients were above 0.7. The results of the analysis show that high performance organizational culture through satisfaction and organizational commitment on effective talent management is 0.3.the relationship between high performance organizational culture with satisfaction is 0.45, the relationship between satisfaction with organizational commitment is 0.88, the relationship between organizational commitment and effective talent management is 0. 76,also, the most direct effect is the path of satisfaction to commitment.

Keywords : Key words: High Performance Organizational Culture, Satisfaction,

Organizational Commitment, Talent Management .

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[دانشگاه آزاد اسلامی، واحد رشت - سامانه بانک اطلاعات پایان نامه ها](#)