

The impact of transformational leadership style on job performance and organizational citizenship behavior (case study: Department of Cooperatives, Labor and Social Welfare of Gilan).

seyed nader safavi*,mohammad dostar,

Regarding the rapid changes in economical and social areas, managers are guided compulsorily to new encounter with employees in order to acquire productivity on organizations. Today's organizations need leaders who can creat necessary commitment for utilizing utmost effort for providing organizational purposes with high personal attraction, characters and influence. This research studies the effect of transformational leadership style on job performance and organizational citizenship behavior among employees in Guilan province office of social welfare, job and cooperation. The research is explanatory geodesic method viewpoint and is operational manner viewpoint. In this research, we test the theories utilizing data 152 experts Guilan province office of social welfare, job and cooperation, that is the result of distributing and collecting questionnaires. The validity of contents, its factor and permanence validity is by Cronbach's alpha test. The research theories are the study of revolutionary leadership 's effect on organizational citizenship behavior and the study of the effect of revolutionary leadership on employers' professional performance utilizing the mediator variable of organizational citizenship behavior. The style of analyzing is with the utilization of structural equations technic. The results show that the style of revolutionary leadership (with 4 dimensions of ideal influence, inspiring provocation, mental persuasion and individual considerations) are effective on organizational citizenship behavior. In addition, the transformational leadership style is effective on the studied employees' job performance (with 7 dimensions of power, clarity, assistance, reward, evaluation, credit and environment)

with intercession of organizational citizenship behavior.

Keywords : job performance, transformational leadership style, organizational citizenship behavior, Structural equations modeling.

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