

Explaining Organizational Commitment with Emphasis on Moral Organizational and job satisfaction (Case Study: Guilan Province Governor's Staff

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Abstract Organizational commitment is one of the factors affecting the success of organizations, and the results of studies show that committed employees tend to be part of their organization and teamwork and participate more in organizational decision making. Considering the fact that employees of government agencies like the governorates of Guilan province have a steadfast commitment to the organization's affective commitment. Considering the importance of this issue, this study aimed to investigate the extent of moral impacts of work, job satisfaction on organizational commitment of provincial governor's staff. This research is based on the descriptive nature of correlation and in terms of its purpose. The data gathering method was fieldwork. A questionnaire was used to collect information. The statistical population in the present study was the staff of governors of Guilan province with 990 people and 261 of them were obtained as a research sample by the Cochran formula for unlimited society. The sampling method in this research is simple-cluster-random. Cronbach's alpha was used for checking the reliability of the questionnaire, which was more than 0.7 for all variables. SPSS and PLS2 software were used to analyze the data. the 7 hypotheses presented in the study, 6 hypotheses were approved and a hypothesis was rejected. Confirmed hypotheses are: Effect (work ethical climate on job satisfaction, legal climate on job satisfaction, altruism on job satisfaction, independent atmosphere on job satisfaction, legal and principled on job satisfaction, job satisfaction on organizational commitment). Also The atmosphere has no effect on job satisfaction. Among the confirmed hypotheses, the highest severity of the effect was on the effect of job satisfaction on

organizational commitment and the lowest intensity of impact on the affinity of altruism on job satisfaction. Keywords: Organizational Commitment ,ethical climate , job satisfaction

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