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# **The Relationship Between Organization Ethical Climate, Perceived Organizational Innovation with Organizational Performance (Case Study: Employees of Nour Credit Institution in Gilan and Mazandaran Provinces)**

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**Abstract Performance is a behavior to achieve the goals of an organization that is measured or valued. Performance is one of the most important structures discussed in management research. It is undoubtedly one of the most important criteria for measuring success. Considering the increasing competitiveness of the banking industry, the review of organizational performance is necessary, so. On this basis, this question is answered in this paper: Is The significant relationship between Organization ethical climate, Perceived Organizational Innovation with Organizational Performance (Case Study: Employees of Nour Credit Institution in Gilan and Mazandaran Provinces)? This research is applied based on the type of target. The data gathering method was fieldwork. A questionnaire tool was used to collect information. The statistical population of the study was deputies, directors and experts of 33 branches of Nour Credit Institution in Guilan and Mazandaran provinces. Due to the small size of the community, the census was used for sampling. Data were collected 31 branches of 33 branches of the Institute . Cronbach's alpha was used to check the reliability of the questionnaire, which was more than 0.7 for all variables. SPSS and PLS software were used to analyze the data. In this research, five hypotheses were approved. Confirmed hypotheses include the relationship between (organizational and atmospheric ethical climate for innovation, organizational commitment and perceived organizational innovation, the climate for innovation and**

perceived organizational innovation , perceived organizational innovation and organizational performance, ethical climate and organizational commitment). also an association betwwen (ethical climate of the organization and organizational commitment, ethical climate and organizational performance) was not confirmed. Key words: organizational ethical climate, climate for innovation, organizational commitment, organizational performance, perceived organizational innovation

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