

Relationship between Spirituality in the Workplace and Job Satisfaction with Segard to the Role of Trust in Staff Headquarters of Guilan University of Medical Sciences

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Job Satisfaction and the study of the factors affecting it are critical and important, as higher job satisfaction leads to better performance at both individual and organizational levels, and its role in efficiency, effectiveness, and organizational performance is very clear. In this regard, the present research is designed to measure the relationship between spirituality in the workplace and job satisfaction, with regard to the role of trust among the staff of the staff of Guilan University of Medical Sciences. The method of this research is descriptive and is considered as a practical purpose. The statistical population of this research consisted of the staff of the staff of Guilan University of Medical Sciences. 252 of them were ed by simple random sampling method. The method of data collection in this field survey is the questionnaire. To determine the validity of the research tool, the content validity method was used and the reliability of the Cronbach's alpha coefficient was used. Finally, structural analysis modeling with Lisrel software 8.58 was used to analyze the data and test the research hypotheses. The results of data analysis showed that trust and morale in the work environment have a positive role in increasing job satisfaction of employees and these two variables explain 86% of the variables of job satisfaction.

Keywords : Trust, Spirituality in the workplace, Job Satisfaction

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