
Relationship between Leader-Follower Relationship, Organizational Justice, Procedural Commenting with Organizational Commitment and Job Satisfaction among Employees of Mellat Bank Branches in Guilan Province

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Abstract The overall purpose of this research is to investigate the relationship between leadership-follower, organizational justice, employee opinion with organizational commitment and job satisfaction. The research used descriptive method and its purpose is applicable. The method of collecting information is field method and its tool is a questionnaire. In the present study, the statistical population of the Mellat Bank is about 831 people and according to the Cochran formula, the sample size was evaluated at least 263 volunteers. These participants were ed by random sampling method. By analyzing the data, it was found that at 95% level, the relationship between the effective dimension of the relationship between the leader and the follower was not confirmed by job satisfaction. But between the perceptual dimension of the relationship between the leader and the follower with the organizational commitment is a meaningful relationship. The results also showed that the relationship between the leader-follower and the distributive justice and the comments of the significant employees, the viewpoint of the employees with the procedural justice has a significant relationship with the procedural and distributive justice, with appropriate organizational and job compatibility. **Keywords:** Leader-Follower relationship, Job Satisfaction, Organizational Commitment, Distributive Justice, Procedural Justice, and Staff Comment

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