

# **The Effect of Perceived Person-Environment Fit on Organizational Citizenship Behavior (OCB) in Guilan Province Red Crescent**

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**Abstract** The Effect of Perceived Person-Environment Fit on Organizational Citizenship Behavior (OCB) in Guilan Province Red Crescent The purpose of this research study on the effect of perceived person-environment fit on organizational citizenship Behavior. This research applicable in aim and method in a description of the kind of solidarity that is method geodetic is collected and test. In this research Statistical society was red crescent personnel that according to the statistics reports was 300 person. The volume of the sample with the use of Kochran formula was estimated 169 and the abstract simple ion and questionnaire distribute between them. To analyze data the descriptive statistics include (percent abundant and chart ) and the methods of analysis including variance Davidic descent statistics diagnosing and analysis and in the end the path analysis method of structural equations modeling was used. The results showed between perceived person-organization fit and perceived person-job fit with organizational commitment there was a meaningful relation. Also between organizational commitment with organizational citizenship behavior there was a meaningful relation. perceived person-organization fit and perceived person-job fit through the organizational commitment has positive effect on organizational citizenship behavior. Psychological powerment moderates in the relationship between organizational commitment and organizational citizenship behavior. Personality moderates in the relationship between commitment and organizational citizenship behavior.

**Keywords :** Keywords: Perceived person- environment fit, Organizational citizenship Behavior, Organizational commitment, Psychological powerment, Personality.

