

The relationship between organizational support and creative performance of employees by mediating the work environment at the General Office of Sports and Youth of Guilan Province

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The purpose of this research is to examine the relationship between organizational support and creative performance of employees through the mediation of the work environment. The statistical population of this study is the staff of the General Directorate of Sports and Youth of Guilan Province, which has 300 people. The sample of this study, according to Morgan's table, was 200. And a non-probabilistic research sampling method is available. The current research is based on the purpose of the applied type and in terms of information gathering method, descriptive research and correlation type. The method of collecting field information, questionnaire research tool and data analysis method were used to model structural equations. After descriptive analysis of variables, factor analysis and path analysis were used to analyze the hypotheses. Using the AMOS18 software, path coefficients for variables were investigated and the operational model of the research was presented. The results of the research showed that organizational support has a significant relationship with the work environment of the staff of the Department of Sports and Youth. The work environment has a meaningful relationship with the creative performance of the staff of the Sports and Youth Department. The work environment between the organizational support and the innovative performance of the staff of the Department of Sports and Youth plays a mediating role.

Keywords : work environment, organizational support, creative performance of staff, sports department and youth

