

# **The Impact of emotional intelligence on job satisfaction with the mediating role of organizational justice and job insecurity (Case Study: The Branches of Melli Bank in Guilan Province)**

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**The role and importance of manpower is no secret. Job satisfaction is one of the most important issues related to the organization of work on the research and studies and much research has been done in this area. The main research question is: Is emotional intelligence on job satisfaction and organizational justice and job insecurity affect mediating role? Accordingly, the main hypothesis is that such initiatives emotional intelligence on job satisfaction and job insecurity affect the mediating role of organizational justice. The population consisted of 452 sales representative's city of Rasht in Gilan province of Melli bank Company through random sampling with a sample size limited through Cochran's formula to determine the sample size was 210. The research method is descriptive survey and measurement questionnaire and Ouyang et al., 2015 and Karthik et al., 2014, respectively. Validity study of the validity of using expert opinion. The alpha test is used to measure the reliability of the research. Data collected using inferential statistics using software Smart PLS structural equation model was used. Validity study of the reliability of expert opinion. Also using Cronbach's test was used to assess the reliability of the research. Data collected using inferential statistics using software LISREL structural equation model was used. The results show that emotional intelligence on organizational justice and consequently on job satisfaction and job insecurity had a significant positive impact. But emotional intelligence on job insecurity, job insecurity and job satisfaction is not affected.**

**Keywords : emotional intelligence, organizational justice, job insecurity, job satisfaction**

