
The Impact Of Leadership Styles On Compulsory Citizenship Behavior In Social Security Organization Of Guilan Province

Mohammad Sedighi*,

The present research is aimed at influencing leadership styles on compulsory citizenship behavior. The research method is type-descriptive and correlation is a method based on the method. The statistical population of the survey is the employees of the social security organization of Guilan province with 518 people. Non-probabilistic sampling method is available. The sample size is 225 people. The data gathering tool in the present study was a questionnaire with 40 questions. experts were used in order to assess the validity of the questionnaire,. Cronbach's alpha coefficient was used to estimate the reliability coefficient in this study, which was higher than 0.7. To analyze the data and test the hypotheses using SPSS software. The results of the research hypothesis test show that: Ethical leadership has a negative impact on compulsory citizenship behavior .Servant leadership has a negative effect on compulsory citizenship behavior .The leader-member relationship has a negative impact on compulsory citizenship behavior. In general, 3 independent variables (leader-member relationship, service leader, and ethical leadership) explain a total of 14.8% of the variables of compulsory citizenship behavior. Also, the beta coefficients show that moral leadership has the highest negative impact on forced citizenship behavior.

Keywords : Leader-member relationship, Servant Leadership , Ethical Leadership , compulsory citizenship behavior

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