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# **The Effect of Transformational Leadership on Job Burnout through Social Identity, Considering the Mediating Role of Nurse' Gender in Social Security Hospital Rasool Akram Rasht**

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The law of improving the efficiency of the clinical forces of the health system includes all nurses of the state (e.g. government, private, social security and military units). In the meantime, social care hospitals have a better financial position than other health centers, and are not even comparable to the private sector. However, the failure to implement a shorter hours of work for nurses has caused dissatisfaction and mitigation in social security nurses, while social security nurses are expected to have fewer problems than other devices. The purpose of this study was to investigate the effect of transformational leadership on job burnout through the role of social identity with taking into account the moderating role of sex of nurses working in Rasoul Akram Hospital in Rasht. The present research is based on the purpose of the applied type and in terms of collecting information, descriptive research and correlation. The statistical population of this study is 185 nurses working in Rasoul Akram Rasht Social Security Hospital. Cochran formula was used to calculate the sample size. Finally, the sample was ed by non-random sampling method with total number of 130 nurses. In order to analyze the data of distributed questionnaires among nurses, partial least squares with PLS3 and SPSS21 software were used. The results of research hypotheses showed that transformational leadership has an inverse relationship with job burnout due to the role of mediation of social identity. On the other hand, regarding the role of nurses' gender moderator, the results revealed that nurses' gender had no role in the relationship of transformational leadership to social identity. Finally, the results of the main hypothesis showed that

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**there is a meaningful and inverse relation between the transformational leadership and burnout of the nurses of Rasoul Akram Hospital through the role of social identity and the role of gender moderator nurses.**

**Keywords : Social Security, Transformational Leadership, Burnout, Social Identity, Gender**

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