The Effect of Collaborative Work Systems on Job Satisfaction among Employees of Social Security Organization of Guilan Province with Intermediate Role in the Attraction of Job, Exercise and Pay

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Abstract One of the most beneficial human resource systems for organizations and employees is the high performance system. Today, managers do not focus on the various components of human resources management, such as work placement, training, employment, and pay systems, but integrate all of these activities into a coherent system aimed at increasing the level of performance and employee participation. And combine. This leads to high performance work systems. Systems that maximize the fit between the organization's social system and the technical system. This research by presenting a conceptual model of (Ollo-López et al., 2016) on the impact of collaborative work systems on job satisfaction among employees of the social security organization of Guilan province, with a mediating role in the attractiveness of occupation, effort and pay, The collaborative work systems affect job satisfaction and increase job satisfaction. The purpose of this study was to investigate the effect of collaborative work systems on job satisfaction among employees of social security organization of Guilan province with intermediate role of job attraction, effort and pay. The target population of this study, the employees of the Social Security Organization, ed the sample by simple random sampling. The research instrument was a standard questionnaire and the Cochran formula was used to estimate the sample size. The number of samples calculated based on the formula of 280 managers and social security staff of Gilan province. After collecting a questionnaire, Cronbach's alpha for each variable was used for measuring reliability. Finally, all the hypotheses were confirmed.

Keywords : Keywords: collaborative work system, job satisfaction, job attractiveness, effort, pay