

The Relationship Between Human Resources Management According to Organizational Support and Job Satisfaction Employees Health and Care in Gilan Province

saeed safari mehdikhan mahaleh*,

Abstract Job Satisfaction is the most important variable in organizational behavior and is a factor in increasing the efficiency and individual satisfaction of employees. In terms of job satisfaction, job security is ensured by staff and is effective on employees' ability. Given the importance of job satisfaction, the present research seeks to answer the question whether there is a relationship between human resources management practices and organizational support and job satisfaction of health workers And treatment in Gilan province? This research is based on the applied and descriptive nature. Data gathering method is a field and data gathering tool is a questionnaire. The statistical population of the study consisted of 16000 health care providers in Gilan province and 295 as a research sample by Cochran formula for limited population. The sampling method was simple cluster-random sampling. Cronbach's alpha was used to check the reliability of the questionnaire, which was more than 0.7 for all variables. SPSS and LISREL software were used to analyze the data. The results show that out of the five hypotheses presented in this study, four hypotheses were statistically validated: (between education and development with perceived organizational support, between performance evaluation practices and perceived organizational support, between the method There is a significant relationship between perceived organizational support and perceived support, perceived organizational support and job satisfaction, but there is no significant relationship between employment practices with perceived organizational support.

Keywords : Key words: performance evaluation, Training Practices, perceived

organizational support, job satisfaction, Hiring Practices , Compensation Practices

[Islamic Azad University, Rasht Branch - Thesis Database](#)
[دانشگاه آزاد اسلامی، واحد رشت - سامانه بانک اطلاعات پایان نامه ها](#)