

Investigating the Effectiveness of Organizational Change on Followers' Commitment with the Effectiveness of Leadership Commitment in Governorates of Guilan Province

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The behavior of leaders in particular, the transformative leadership behavior has a major role in the impact of employees' commitment to change. Managers who use the transformational leadership style, through leadership dimensions, create a motivated atmosphere among members of the organization that can have an ideal moral stimulus and rational stimulation. The main purpose of this study is to investigate the direct effects of different transformational leadership behaviors on the commitment of followers to change and the effect of moderating the leaders' commitment to change to explain the perspective and present a suitable model. Therefore, 228 employees of governorates of Guilan province have been interviewed in an unofficial manner. The theoretical framework of this study was taken from the study of Abrell-Vogel and Rowoldin 2014. The present study is in applied research. In terms of collecting information, a descriptive study is required. Also, standard questionnaire was used to measure variables. The calculated alpha is more than 0.7, so the research questionnaire has an appropriate reliability. Hypotheses have been tested using structural equation technique. The results show that all components of transformational leadership have a positive and significant effect by mediating the effective commitment of leaders to change on the effective commitment of followers to change in governor's staffs in Guilan province. As expected, the performance of the highest impact and the adoption of goals has the least impact. Also, the priority of influencing other components are, respectively, mental stimulation, providing a suitable model, having a clear vision and individual support.

Keywords : Transformational Leadership, Effective Leadership Leadership Change,

**Effective Commitment of Followers to Change, Subjective Stimulation, Provide
Appropriate Model, Clear Perspectives, Individual Support.**

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