

# **Explaining of the Employees Satisfaction of The Gilan Gas Company Regarding the Role of Leadership Styles and Risk Management**

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**Satisfaction is a quality phenomenon phenomenon that has always been a source of human empowerment and has a prominent role in achieving human desires. Employee satisfaction is one of the most important factors in increasing the efficiency, effectiveness and creating a positive attitude towards the work. The aim of this study was to explain the satisfaction of the employees of the Gilan gas general office according to the role of leadership styles and risk management. The population consisted of 1295 employees of the Gilan gas general office, who were ed 298 participants using the Cochran formula, and then were classified into three categories of official employees, contractors and contractors. The hypotheses were tested using SPSS (version 22) and Lisrel (version 8.8). The questionnaire reliability was estimated at 0.85 by the Cronbach's alpha formula, which confirmed the reliability of the questionnaire. The variables including the interactive leadership, the transformational leadership, the risk management, the safety participation, the safety acceptance, the safety efficiency were considered as independent variables and the employee satisfaction was regarded as dependent variable. In this study, we aimed to measure the direct impact of independent variables on each other and also the dependent. The results represented that the interactive leadership have an effect on the risk management; the transformational leadership on the safety participation and the employee satisfaction; the risk management on the safety participation, the safety acceptance and the employee satisfaction; the safety participation on the safety efficiency and employee satisfaction. According to the results, the HSE unit, which is responsible for risk management of the organization, had a very impressive**

impact. Therefore, it is recommended that these documents be transferred to employees of the Gilan gas general office after evaluating and documenting the obtained safety problems in different units. After a certain period, it is necessary inspectors to conduct multiple visits, and if improvements were made, a career enhancement would be applied for the staff and, if the absence of reform should be considered punitive. Meanwhile, if the manager of the organization to play a role model for employees in terms of safety acceptance, it can lead to a secure working environment and it accompanied by employees feel secure their work environment, that will consequently result in employee satisfaction.

**Keywords :** Interactive Leadership, Transformational Leadership, Risk Management, Safety Participation, Safety Acceptance, Safety Efficiency, Staff Satisfaction, Gilan Gas General Office

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