

The effects of meaningful work on employees' organizational commitment: Identifying mediating role of job engagement and moderating of gender and Experience. Case study: Red Crescent society of GILAN province

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The effects of meaningful work on employees' organizational commitment: Identifying mediating role of job engagement and moderating of gender and Experience. Case study: Red Crescent society of GILAN province An important part of every person's life goes on in the workplace. And on the other hand, work is one of the important aspects of life of every person's life. People often say they work to live, but many people who have enough money to live do not feel happy in their lives if they have nothing to do. Affiliation, which as a new concept has entered into organizational discussions in recent years, plays or expresses all its physical, cognitive, and emotional aspects, and they are happy and energetic, and have a great desire to spend their efforts on Self-expression. The Red Crescent Society has a global and Iranian mission that deals with a variety of natural disasters and abnormalities and disasters, and the performance of individuals in the organization is related to the lives, properties and psychology of the community, which should be tied to organizational goals according to the organization's commitment. A failure of any of the components would endanger human life. Accordingly, the researcher in this research is looking for the answer to the question of whether the meaningfulness of the job affects the organizational commitment in the Red Crescent Organization of Guilan province due to the dependence of the job, according to gender and work experience? The statistical population of the research is Red Crescent Organization of

Guilan Province. A questionnaire was used to collect data and 198 questionnaires were analyzed using structural equation approach and Smart PLS software. The results showed that the significance of work on organizational commitment with path coefficients (normative commitment of 0.324, affective commitment of 0.689, and continuous commitment of 0.518) and organizational affiliation on commitment in organization with path coefficients (normative commitment 0.472, affective commitment 0.518, continuous commitment 0.495). Also, the role of gender moderator and work experience has been proven to be significant relationship between work and organizational commitment.

Keywords : meaningfulness work, work engagement, Organizational commitment, normative commitment , continuous commitment, affective commitment

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