

Perceived organizational support and perceived organizational justice and citizenship behavior in female government employee participation Somesara city

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Abstract The main objective of this research was to identify the relationship between organizational support, organizational participation and organizational justice on employee's organizational citizenship behaviors. The research method was descriptive-correlational and the population of the study consisted of all female government employees in the city of Sumoza Sara (1500 people). Using a available sampling method, 306 female employees of government departments were ed. The organizational support scale, organizational justice, organizational partnership and organizational citizenship behavior were used for obtaining data. The collected data were analyzed using Pearson correlation coefficient and multiple regression in spss 24. The results showed that there was a significant and direct correlation between organizational support (correlation coefficient: 0.469), organizational participation (correlation coefficient: 0.469), organizational justice (correlation coefficient: 0.565) with organizational citizenship behavior. The model shows that the organizational support (beta coefficient: 0.281), organizational participation (beta coefficient: 0.268) and organizational justice (beta coefficient: 0.433) could predict 50% of the variance of employees' organizational citizenship behavior. Key words: organizational support, organizational participation, organizational justice, organizational citizenship behaviors

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