Relation between LMX and Qom Oil Company employee voice According to Psycology Empowerment and role clarity

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The total purpose of this study was Survey Relation between LMX and employee voice According to Psycology Empowerment and role clarity , The research purpose is applications, data collection method is descriptive and Correlation. Data collection tool is questionnaire.In the present study, the statistical population of the Qom oil company employees is 180 people. According to Cochran's formula, the minimum sample size of 118 was calculated. This number was ed by random sampling method. Finally, the questionnaires were collected and the data was analyzed using SPSS 20 software and warp pls5. By analyzing the data, there was a positive and significant relationship between the leader-follower exchange and psychological empowerment at the 95% level. And psychological empowerment mediates the relationship between the leader-follower and the voice of the staff. The population studied in the present investigation is staff of support organizations Gilan (The questionnaire was distributed among the staff of Imam Khomeini Relief Foundation province) with 634 people. Considering the total number of target population and Cocran Formull, sample size is 239 that using to Non-probability available sampling 280 questionnaires was distributed. Finally, 248 questionnaires wer collected staff and the data were analyzed. The data analysis showed that the 95% level of performance assessment (administrative and development) and dimensions of satisfaction (satisfaction evaluation and satisfaction ratings) There is a significant correlation with distributive justice.

Keywords : LMX, Psycology Empowerment, employee voice, role clarity