

# **The effect of corporate social responsibility on job involvement, job satisfaction and organizational voice of industry, mine and trade organizational in Guilan**

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In recent years, social responsibility has been seriously addressed by organizations, as it affects many variables in organizations. In this regard, the present study seeks to investigate the effect of social responsibility of the organization on Work engagement, job satisfaction and organizational reputation of employees of the organization of industry, mining and trade of Guilan province. The statistical population of this research includes employees of Gilan province's industry, mining and trade organization. The sampling method in this research is simple random sampling and 196 employees were ed the statistical population of the study. The method of collecting information in this field research and its tool is a questionnaire. Content validity was used to confirm the validity of the questionnaire and to determine the reliability of Cronbach's alpha coefficient. In order to test the research hypotheses, Structural Equation Modeling Method was used using Smart Pls 2 software. The results showed that social responsibility and Work engagement have a positive role in explaining job satisfaction and organizational reputation.

**Keywords :** Social responsibility, Work engagement, job satisfaction, Organizational reputation

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