

# **The Effect of Social Organizational Responsibility turnover intention with emphasis on Job Satisfaction and Organizational Commitment of Guilan University Staff**

fatemeh nezamdoost\*,

**The main purpose of the present research is to explain the Effect of Social Organizational Responsibility turnover intention with emphasis on Job Satisfaction and Organizational Commitment of Guilan University Staff. The present research is a descriptive-correlational study and it is a field study in terms of data collection. The statistical population of the study is 576 employees of Guilan University. The sample size was determined using the Cochran formula at 259 people. In this research, simple random sampling method was used. The results of the study showed that social responsibility affects job satisfaction, organizational commitment (emotional commitment, normative commitment and continuous commitment) among Guilan University staff members. The findings also showed that social responsibility is affected by job satisfaction and organizational commitment on turnover intention of the staff of the University of Guilan.**

**Keywords : Social Organizational Responsibility, Turnover intention, Organizational Commitment**

[Islamic Azad University, Rasht Branch - Thesis Database](#)  
[دانشگاه آزاد اسلامی، واحد رشت - سامانه بانک اطلاعات پایان نامه ها](#)