

The Impact of Job Satisfaction and Organizational Commitment on Organizational Citizenship Behavior (Case Study: Taxation Organization in the Rasht)

majid payeh pareh*,rahmat ali saberi haghayegh,

The purpose of this research is investigating the impact of job satisfaction and organizational commitment on organizational citizenship behavior in Taxation Organization in the Rasht that job satisfaction and organizational commitment are considered as independent variable of research, and also organizational citizenship behavior is considered as a dependent variable of research. The statistical population of this research includes Employees of the Tax Affairs Organization of Rasht and sampling method was simple random sampling using Cochran sampling formula for a limited population that were estimated 231 numbers. The present research is considered as a practical and descriptive-analytical method in terms of the nature of the problem and the purpose of the research. The method of collecting field information and the data collection tool is a questionnaire that distributed 250 questionnaires among statistical sample employees and 239 acceptable questionnaires were returned. The present study has been analyzed and analyzed both descriptive and inferential methods. At the descriptive level, statistical characteristics such as frequency distribution, mean, standard deviation and coefficient of variation were analyzed and described by the characteristics of society. In the inferential level was used regression analysis to test the hypothesis. The results of this study showed that job satisfaction and organizational commitment have positive and significant effect on organizational citizenship behavior.

Keywords : Organizational Citizenship Behavior, Job Satisfaction, Organizational Commitment

