

# **The Relationship Between team values with Job performance and organizational transition in city of Bandar anzali: Explaining The Role Of Mediator co-worker relationship**

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**In recent decades, and pay attention to teamwork by human resources in organizations is essential and why teamwork is of interest to many organizations. In this thesis is to study the relationship between team values (collectivism and individualism) with the municipal employees' job performance in Bandar Anzali and clarifying the role of mediator has been cooperative relations. Methodology The survey descriptive nature of the target, is applied. The study population consisted of 650 employees in regions 1, 2 and 3 municipal Bandar-e Anzali in the municipality and three fire department, bus and taxi work. In order to determine the sample size, the formula for the limited sample size that is used. Due to the sample size is 250 samples. After determining the sample size, using stratified random sampling method, the sample size in each of the organizations, municipalities, fire, bus, taxi and thus determine the number of samples that should be the ion of each organization, respectively and after with reference to each of the organizations was to distribute questionnaires. To analyze the data using SPSS software market, the results indicate that a plurality of enhanced collaborative relationships between staff and looking for job performance will also increase.**

**Keywords : team values, pluralism, individualism, collaborative relationships, job performance.**

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