

# **The Effect of Leader Exchange on Job Performance on the Role of Organizational Support and Job in the Harbor Staff and Offshore Department of Guilan Province**

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**Abstract:** The overall purpose of this study is to examine the effect of the exchange of leader-member on job performance in terms of the role of organizational support and career participation. The research method is descriptive and its purpose is applied. The method of data collection is field and its tool is a questionnaire. In the present study, the statistical population of the study was the staff of the General Directorate of Ports and Marine Affairs of Guilan province with 505 people. According to the Cochran formula, 246 people were ed by random sampling method. Finally, the questionnaires were collected. The data analysis method was descriptive and inferential statistics and statistical software used in SPSS 22 and smart pls 2. Data analysis showed that at 95% level, the leader-member exchange was based on perceived organizational support, employee participation and employee performance Meaningful support; perceived organizational support for employee career participation has a significant impact; job involvement has a significant impact on job performance; perceived organizational support mediates the work of the Leader-Member Exchange on employee participation; as well as participation Job The role of leader-member exchange is mediating on employee career performance. **Keywords:** Organizational support, Leader-member exchange, Job engagement and job performance.

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