

Explaining factors related to organizational commitment of employees regarding the supportive role of employees in Social Security Organization of Tehran province

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ABSTRACT This study examined the relationships between organizational commitment and employee advocacy in Social Security Organization of Tehran province. A survey study was conducted at the medical documentation offices of Tehran SSO. Questionnaire was distributed among 300 employees randomly chosen. 214 of them were completed measures of organizational innovation, supervisor support, employee empowerment, employee advocacy and organizational commitment. Results indicated that organizational commitment is positively related to employee advocacy ($r = 0.26$) When added to the model, organizational innovation did significantly predict employee advocacy (0.31), and perceived supervisor support did predict employee advocacy (0.27). and also employee empowerment did predict the employee advocacy (0.22). Organizational innovation did predict organizational commitment (0.24), and perceived supervisor support did predict organizational commitment (0.32). and also employee empowerment did predict the organizational commitment (0.21). Results support past research and extend current knowledge on the relationship between organizational commitments, employee advocacy. Findings this study also highlight the effect of organizational innovation, employee empowerment and supportive treatment by a supervisor on employees' organizational commitment.

Keywords : Employee Organizational Commitment

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