Explaining the Performance of Guilan Provincial Education Staff through Job Independence

Mohammad Reza Norouzi Valdi*,

The purpose of this study is to explain the performance of Guilan province educational staff through job independence. The correlational-descriptive and structural equation modeling mothod any ddopted to analyzing the data. The statistical population consisted of all education staff in Guilan province, which was sampled using Cochran formula in 200 randomly ed individuals. A questionnaire was used to collect data. Data were analyzed by SPSS and PLS software. The results showed that: Job independence of employees in their personal learning, employees 'performance has a significant effect, and individual and organizational learning also influences employees' performance. Based on research findings, managers can focus on individual and organizational learning mechanisms in the process of supporting employee autonomy, and thus enhance individual and organizational functions.

Keywords : Job independence, employee performance, organizational learning and individual learning.