

Study of the Relationship Person-organization and the Person-job with job performance through the role of mediator of trust in innovation and behavioral innovation (Case Study: Guilan Province Tax Administration Staff

Masumeh Ramezani*,

Due to the wide scope of duties in tax matters, the employee's job performance is necessary to enhance the performance of this organization and will contribute to organizational change. Accordingly, in this research, the explanation of employees' job performance was emphasized by emphasizing the job and organizational appropriateness and innovative behavior of employees in the employees of the Tax Administration of Guilan Province. This research is based on the type of applied objective. Data gathering was a field method. A questionnaire was used to collect information. The statistical population of the present study is 637 employees of tax affairs in Guilan province. A sample of 261 people was ed through the Cochran formula for a limited population. Sampling method is available in this inaccurate research. Cronbach's alpha was used to test the reliability of the questionnaire, which was more than 0.7 for all variables. Data were analyzed using SPSS and SMART PLS2 software. Of the five hypotheses presented in the research, all of the cases were confirmed: the relationship between the behavior of employees' innovation work with their performance, the relationship between employee perceptions of the individual, the organization of marketing, innovation, the relationship between personality appropriateness - the organization of entrepreneurship innovation with respect to the role of mediator of trust Innovation, the relationship between employee perceptions of the individual's individuality - their marketing career, their relationship, the

relationship between personality-job and work-life behavior, with respect to the role of mediator of trust in innovation). The most intense effect is related to the relationship between the behavior of employee innovation and the performance of their work and the low intensity of the impact on the relationship between the individual-job fit with the behavior of innovation work with respect to the role of mediator of trust in innovation.

Keywords : Trust in innovation, Person-job fit, Person-organization fit, , employee performance

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