
The Relationship Between Trust, Silence and Organizational Commitment among Employees of the Social Security Organization of Guilan Province

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Abstract Organizational commitment is the desire of employees to stay in the organization and try to accept the goals and values of the organization. The purpose of this study was to investigate the relationship between trust, silence and organizational commitment among employees of the Social Security Organization of Guilan province. The research approach is quantitative. This research is based on the purpose of the applied type and in terms of the nature of the descriptive - correlation type. In order to gather information in this research, a field method including interviews and a questionnaire and a library including books, theses, articles, and ... have been used. The initial information was also collected through a questionnaire. The statistical population includes all employees of the Social Security Organization of the province, with a population of 900 people. Sample size was obtained by using Cochran formula for limited communities of 295 individuals. Random sampling method was used for sampling. All analyzes were performed using SPSS22 software. The results of the research indicate the relationship between trust, silence and organizational commitment among employees of the Social Security Organization of Guilan province. **KEYWORDS:** Trust, Organizational Silence, Organizational Commitment, Social Security Organization of Guilan Province

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