

# **The effect of job characteristics dimensions on job performance with an emphasis on the mediating role of job satisfaction among employees of Department of cooperatives, labor and social welfare of Guilan**

shahrbanoo nikravesh sendi\*,

**The main purpose of the present research was to investigate the effect of job characteristics dimensions on job performance with an emphasis on the mediating role of job satisfaction among employees of Department of cooperatives, labor and social welfare of Guilan. In this case, the main question of this study is: job characteristics dimensions affecting on job performance with an emphasis on the mediating role of job satisfaction among employees of Department of cooperatives, labor and social welfare of Guilan? The present research is a functional study in terms of objective a type of descriptive. It is a field study in terms of data collection. The statistical population of the study is 253 employees of Department of cooperatives, labor and social welfare of Guilan. In this research, the census method has been used. 253 questionnaires were distributed among all employees. Finally, 244 correct questionnaires were received and used in the final analysis. The data were analyzed using SPSS22 and smart pls2 software. The results of the study showed that the dimensions of job characteristics (skills variety, job Identity, job Significance, Autonomy and feedback) affect the job satisfaction of the employees of Department of cooperatives, labor and social welfare of Guilan. Also, the findings showed that the dimensions of job characteristics (skills variety, job Identity, job Significance, Autonomy and feedback) affect the job performance of the employees of Department of cooperatives, labor and social welfare of Guilan through job satisfaction.**

**Keywords : : Job characteristics, Skills variety, Job Identity, Job Significance,**

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**Autonomy, Feedback, Job performance, Job satisfaction**

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