

# **Explaining the Citizenship Behavior of Employees of Private Banks in Rasht with Emphasis on Ethics and Social Responsibility of the Organization**

Alireza Porbagher\*, Fariba Esmaeilpor,

**Abstract** The main objective of this research was to explain the citizenship behavior of private bank employees in Rasht with emphasis on ethics and social responsibility of the organization. The research method was descriptive-correlational. The statistical population of this research is all employees of branches of private banks in Rasht. Using a random sampling method, a sample of 366 customers was ed. The questionnaires included the standard of social responsibility, organizational morality, identification of employees with the organization, organizational citizenship behavior of employees. The research hypotheses were studied using the structural equation model in Amos software version 24. Findings of the research indicate that organizational ethics, social responsibility and identification of employees with the organization have a significant effect on employees' behavior towards employees. Also, organizational morality, social responsibility and employee identification with the organization have a significant effect on the citizenship behavior directed to the organization. In addition, organizational morality and social responsibility have a significant effect on the identification of employees with the organization. Organizational ethics and social responsibility have a direct impact on employee identification with the organization indirectly on employees' behavior towards employees. Also, organizational morality and social responsibility have a direct impact on the identification of employees with the organization indirectly on the organization's citizenship behavior towards the organization. **Keywords:** Social Responsibility, Ethics, Personnel Identification with Organization, Organizational Citizenship Behavior, Staff

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## Organizational Citizenship Behavior, Staff

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