
Explaining the Job Performance of Firefighters in Rasht Based on the Role of Managers, Innovative Work Behavior and Employee Fit, Occupation, and Organization

Habib Movahedi Kozani*,

The purpose of this study was to explain the job performance of firefighters in Rasht based on the role of managers, innovative behavioral work, and the appropriateness of employed, occupation and organization. The statistical population of this study was 315 firefighters in Rasht city. To determine the sample size, the Cochran formula was used. Finally, 152 questionnaires were distributed by simple random sampling. The method of this research is based on the purpose of the applied type and in terms of data collection method, descriptive research and correlation type. A standard questionnaire was used to collect data. Content validity and Cronbach's alpha were validated to verify their reliability. Statistical analysis of SPSS21 and PLS3 was used to analyze the relationship between variables. The findings of the research showed that the innovative behavior of employees has a positive effect on the job performance of firefighters in Rasht city. Also, there is a significant relationship between employer's perception of job-job fit and the innovative behavior of firefighters in Rasht city, while there is no relation between worker's perception of worker-organization fit and the innovative behavior of firefighters in Rasht city. The results showed that there is no relationship between the role of managers and the innovative behavior of firefighters. Finally, the results indicated that trust in innovation did not play a mediating role in any of the relationships between variables.

Keywords : Job performance, innovative work behavior, employee-job fit, employee-organization fit, managers' role, trust in innovation

