

The relationship between transformational leadership and knowledge sharing with mediating roles of employee's Psychological Empowerment, Commitment and citizenship behaviors in Guilan Organization of Industry, Mine and Trade

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The main purpose of the present research is to investigate the relationship between transformational leadership, knowledge sharing with mediating roles of employee's Psychological Empowerment, Commitment and citizenship behaviors in Guilan Organization of Industry, Mine and Trade. So the main question of this research is: Is transformational leadership and knowledge sharing related with regard to the mediating role of empowerment, commitment and citizenship behavior of workers in Guilan industry, mining and trade organization? The present research is a descriptive-correlational study and it is a field study in terms of data collection. The statistical population of the research is all employees of Guilan Organization of Industry, Mine and Trade (n = 396). The sample size was determined as 214 employees using Cochran's formula. Eight hypotheses were provided in this research. The results of the study showed that there is a relationship between transformational leadership behavior with psychological empowerment, organizational commitment, citizenship behavior and employee knowledge sharing. The results also showed that there is also a relationship between organizational commitment and citizenship behavior and employee knowledge sharing. Also, there is a relationship between psychological empowerment and organizational commitment and citizenship behavior with employee knowledge sharing. Finally, some suggestions were provided for future

researchers.

Keywords : Keywords: Knowledge Sharing, Transformational Leadership, Psychological Empowerment, Organizational commitment, citizenship behaviors

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