

Investigating the relation of Islamic labor attitude on citizen organizational behavior of workers regarding the mediator role of job dependency(case study:clerks of Melli bank in guilan province(

asghar izadi*,

The debate that has been made in the last two decades, in addition to psychologists, the attention of psychologists and sociologists has also been called organizational citizenship behavior. Considering that increasing effectiveness is always one of the issues and concerns of managers, recognizing organizational citizenship behavior and its establishment can be considered as an effective and useful step in this direction. Therefore, the main purpose of this research is to investigate the effect of Islamic work ethic on organizational citizenship behavior of employees based on the mediation of job affiliation role. This research is considered as a descriptive study in terms of applied and data collection. Also, based on the relationship between variables, this research is correlational. The statistical population of the survey is all employees of the Melli Bank of Guilan Province. The used method in this research is simple and random sampling, and the sample size is 310 people. The data collection was a questionnaire. For analyzing the collected data were used descriptive statistics and inferential statistics. The inferential statistics for the analysis of the model and research hypotheses have been used for confirmatory factor analysis and structural equation modeling with partial least squares (PLS). The results of the research hypothesis test showed the impact of Islamic work ethic on organizational citizenship behavior; Islamic work ethic on employee affiliation; job affiliation on organizational citizenship behavior. Also, the role of the mediator of employee dependency on work relationship between Islamic work ethic and employee organizational citizenship behavior was confirmed. In addition, the role of moderating the perceived culture of

employees has been confirmed in the impact of Islamic work ethic on organizational citizenship behavior.

Keywords : Organizational Citizenship Behavior, Islamic labor ethic, perceived culture, job affiliation.

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