

# **The effect of mediating role of citizenship behavior on the relationship between high performance working practice and counter-productive behavior of employees in Agricultural Bank Branches in Rasht**

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The main purpose of the present research is to explain the effect of mediating role of citizenship behavior on the relationship between high performance working practices and counter-productive behavior of employees in Agricultural Bank Branches in Rasht. The present research is a descriptive-correlational study and it is a field study in terms of data collection. The statistical population of the study is 230 employees in Agricultural Bank Branches in Rasht. The sample size was determined using the Cochran formula at 153 people. In this research, simple random sampling method was used. The results of the study showed that empowerment, reward and promotion have an impact on citizenship behavior of employees of Agricultural Bank Branches in Guilan Province. Also, the findings showed that organizational citizenship behavior affects the counter-productive behavior of employees of agricultural bank branches in Guilan province. Also, empowerment, reward and promotion through citizenship behavior affect the counter-productive behavior of employees of agricultural bank branches in Guilan province.

**Keywords :** **Keywords:** Organizational citizenship behavior, High-performance work practices, Counter-productive.

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