

The role of mediator of organizational trust in the relationship between perceived procedural justice and positive job behaviors in Tamin Ejtemaei organization of Guilan province

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Positive business behaviors are important in the organizational domain. Employees who develop behaviors such as organizational citizenship behavior and job engagement can be a factor in differentiating their organization other organizations. The purpose of this study was to assess the role of mediator of organizational trust in the relationship between perceived procedural justice and positive job behaviors in social security organization of Guilan province. Research is descriptive and descriptive. The statistical population of the study is employees of Social Security Organization of Guilan province based on cluster sampling and according to Cochran formula, 204 people were considered as the sample. For collecting data, a standard questionnaire was used by previous researchers. Structural equation modeling was used to analyze the data using LISREL 8.80 statistical software. Findings of the research showed that there is a positive and significant relationship between procedural justice and job engagement, organizational trust and organizational citizenship behavior among employees of Tamin Ejtemaei Organization of Guilan province. Also, the mediation of organizational trust variable was confirmed in the relationship between procedural justice and job engagement and organizational citizenship behavior of employees of social security organization of Guilan province. Accordingly, it can be concluded that by promoting the procedural justice and perceiving it, due to the organizational trust, organizational citizenship behavior and job engagement of employees of the Tamin ejtemaei Organization of Guilan province will be promoted.

Keywords : Keywords: procedural justice - organizational trust -organizational citizenship behavior - job engagement

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