

# **The moderating role of perceived organizational support in relationship between crafting, burnout and satisfaction (case study: employees of industry, mine and trade organization in Guilan province.**

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**Job Satisfaction is an important element in an organization's perspective, as it results in more organizational commitment to employees. The above commitment leads to the overall success of the organization and reduces the exit of employees the organization. This relationship can affect fatigue, stress, and other factors in the organization. The importance of recognizing individual factors and their impact on job variables is inevitable. The main objective of this research is to investigate the role of moderating the perceived support of the organization in the relationship between rehabilitation, burnout and job satisfaction of employees. Therefore, the main question of the research is whether the perceived organizational support in the relationship between reconstruction, burnout and job satisfaction is effective? The statistical population of the research is all employees of the mining and trade organization of Guilan province. Using random sampling, 211 individuals were ed as samples. The required information was collected through a questionnaire. Job burnout has had a negative and significant effect on satisfaction. Also, reconstruction through burnout has a significant effect on satisfaction. Perceived organizational support employment relationship between regeneration and exhaustion, burnout and job satisfaction, job satisfaction amend reconstruction.**

**Keywords : Job Satisfaction, Reconstruction, Burnout**

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