

Impact of Leader Member Exchange, Human Resource Management Practices and psychological empowerment on Extra Role Performances the Mediating Role of Organizational Commitment Case study: Gilan Province Industry, Mining and Trade Organization

Mohammad Moradkhani*, Dr. Sirous Balaei,

Manpower is considered as the most important and valuable issue for any organization. In order to meet the standards needed to cope with new conditions, the organization must have a dynamic and flexible manpowe, who, while having the ability to perform their duties in the organization, have motivation and desire to show their maximum capabilities at work even more than formal defined tasks. Such efficient employees, who work beyond the description of the limited formal job and the organization's expectations, in addition to increasing the efficiency of the organization, they improve innovation and creativity. Extra-role behaviours occurs when employees are committed to the organization, because of organizational commitment plays a significant role in motivating employees. According to the above, the current study was examined the effect of leader-member exchange (LMX) theory, human resource management (HRM) activities and psychological empowerment on the extra-role behaviours of employees through organizational commitment. The population consisted of employees of the Gilan province's industry, mining and trade organization, who were ed by simple random sampling. A questionnaire was used to measure the variables and data were collected using a field method. The results indicated that there is a relationship between the LMX theory, HRM activities, psychological empowerment and the organizational commitment and also was found

a connection between the organizational commitment and the extra-role behaviours. The results also demonstrated that there is a significant relationship between the LMX theory, HRM activities, psychological empowerment and the extra-role behaviours by mediating organizational commitment.

Keywords : Employee Motivation, Leader-Member Exchange (LMX), Organizational Commitment, Extra-Role Behaviour, Human Resources Management (HRM)

[Islamic Azad University, Rasht Branch - Thesis Database](#)
[دانشگاه آزاد اسلامی، واحد رشت - سامانه بانک اطلاعات پایان نامه ها](#)