

Effects of supportive work environment on employee retention with mediating role of Organizational Commitment in the Guilan Welfare Organization

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Today, the maintenance of decent employees is the main problem and the task of organizations; a problem that, if solved, results in greater profitability and effectiveness in the organization. The main purpose of the present research is to investigate the Effects of supportive work environment on employee retention with mediating role of Organizational Commitment in the Guilan Welfare Organization. So the main question of this research is: Does the supportive work environment affect the retention and maintenance of employees through organizational commitment in the Guilan Welfare Organization? The present research is a descriptive-correlational study and it is a field study in terms of data collection. The statistical population of the research is all employees of the Guilan Welfare Organization (n = 857) which is sampled by Simple random sampling method. The sample size was determined using the Cochran formula by 291. Four hypotheses were provided in this research. Data were analyzed using SPSS22 and LISREL 8.58 software. The results of the study showed that there is a positive and significant relationship between supportive work environment and employee retention and organizational commitment in Guilan welfare organization. There is also a positive and significant relationship between organizational commitment and the retention of Guilan employees of the welfare organization. In addition, there is a positive and significant relationship between the supporting work environment and employee retention with mediating role of Organizational Commitment in the Guilan Welfare Organization. Finally, some suggestions were provided for future researchers.

Keywords : Keywords: Supportive work environment, Employee retention,

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