

Moderating effect of job support and job control on the relationship between stresses related to organizational change and burnout among the employees of the municipality of Rasht

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Background and Object: The purpose of this study was to investigate the effect of moderating support and job control on the relationship between stresses related to organizational change and burnout among employees of the municipality of Rasht. The statistical population consisted of the personnel of the 5th district of Rasht city with the size of 2,400 people, which according to the random sample size determination table of the specified population according to the 95% confidence level and 5% error, correlated with the Chi-square and Morgan statistics using simple random sampling 331 people were appointed. **Materials and Methods:** In this research, four questionnaires were used: job burnout questionnaire, job stress questionnaire (HSE), job control questionnaire, job support questionnaire. To analyze the data at the descriptive level, averages, percentages and standard deviations were used and inferential level, multiple regression analysis was used. **Findings:** Regarding the statistical analysis and the less direct effect of the direct route the indirect routes, the moderating variable of the job control and the supervisor's support increased the effect, and the role of job control moderator and supervisor support was confirmed. Findings showed that job control has a significant negative effect on stress caused by organizational change and supervisor support has a significant negative effect on organizational change stress.

Keywords : organizational change, job stress, job burnout, job control, job support

