

# **The effect of job crafting on job satisfaction with regard to moderating role of job burnout and perceived organizational support and job demand among employees of Rasht municipality**

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**The main purpose of the present research is to explain the effect of job crafting on job satisfaction with regard to moderating role of job burnout and perceived organizational support and job demand among employees of Rasht municipality. The present research is a functional study in terms of objective a type of descriptive. It is a field study in terms of data collection. The statistical population of the study is the employees of Rasht municipality that is 1224 employees. Sampling method has been Non Probability Convenience Sampling. The sample size was determined as 295 employees using limited Cochran's formula. The data were analyzed using SPSS22 and smart pls2 software. Four hypotheses were provided in this research. The results of the study showed that job crafting affects job satisfaction of Rasht Municipality employees and job crafting through job burnout affects job satisfaction of Rasht Municipality staff. Also, the findings showed that perceived organizational support modifies the effect of job crafting on job satisfaction through job burnout among municipality staff. But the fourth hypothesis, the job demand, moderates the effect of job crafting on job satisfaction through the burnout of municipal employees, was not accepted.**

**Keywords : Keywords: Job crafting, Job satisfaction, Job burnout, perceived organizational support, Job demand**

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