

The Relationship between Perceived corporate social Responsibility, Organizational Justice and Positive Attitudes of Employees in Social Security Organization of Guilan Province

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The purpose of this study was to measure the relationship between perception of organizational social responsibility, organizational justice and positive attitudes of employees in social security organization of Guilan province. Research is an applied and descriptive-survey target. The statistical population of the study consisted of all personnel employed in the insurance and health insurance sector of Guilan Provincial Organization, which was 1420 people. Based on cluster random sampling method, using the Cochran formula, the sample size was 221 people. For data collection, a standard questionnaire was used and for analyzing the data, structural equation modeling based on partial least squares approach was applied by Smart PLS3 software. The findings of the research showed that there is a positive and significant relationship between perceived social responsibility of the organization and distributive and procedural justice. There is also a positive and significant relationship between distributive justice and procedural justice and job satisfaction and emotional commitment. As a result, it can be said that by enhancing the level of perception of social responsibility of the organization, the level of perception of distributive justice and procedural as well as emotional commitment and job satisfaction will be promoted.

Keywords : Perceptions of Organizational Responsibility - Organizational Justice - Emotional Commitment - Job Satisfaction

