

The Effect of Leadership and Organizational Justice on Innovative work behaviour by Mediating Organizational Citizenship Behavior and Organizational Commitment (Case study: Meli Bank employees in Gilan province)

Hossein Bahmani Jalali*,

Due to the intensity of competition between banks, innovative behavior of employees can play a role in attracting more customers and increasing their deposits and using other facilities of the National Bank. In this research, the effect of leadership and organizational justice on the behavior of innovation work by mediating organizational citizenship behavior and organizational commitment of the National Bank employees in Guilan province is discussed. This research is based on the descriptive nature of survey type and in terms of its purpose. The statistical population of this study is 1239 employees of the National Bank in Guilan province. 266 people were sampled by the Cochran formula for a limited population. The sampling method is simple cluster-random sampling. The data gathering method was fieldwork. A questionnaire tool was used to collect information. To test the reliability of the questionnaire, Cronbach's alpha was used which was more than 0.7 for all variables. Structural equations and SPSS and LISREL software were used to analyze the data. The results show that out of the six hypotheses presented in the research, all of them were confirmed by the effect of leadership on organizational commitment, the effect of organizational justice on organizational commitment, the effect of organizational commitment on organizational citizenship behavior, the effect of organizational citizenship behavior on the behavior of innovation work , The effect of leadership on the behavior of innovation work by mediating organizational commitment and

citizenship behavior and the effect of organizational justice on the behavior of innovation work through the mediation of organizational commitment and citizenship behavior. The most severe impact is the impact of organizational commitment on organizational citizenship behavior and the lowest impact intensity of the impact of leadership on the behavior of innovation work by mediating organizational commitment and citizenship behavior.

Keywords : Organizational Commitment, Organizational Citizenship Behavior, Leadership, Organizational Justice

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