

عنوان مقاله:

Investigating and Analyzing of Procedural Justice on Organizational Citizenship Behavior and Its Impact on
(Organizational Culture (Case of study: Mellat Banks of Tehran City

محل انتشار:

سومین کنفرانس بین المللی مدیریت و صنعت (سال: 1401)

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خلاصه مقاله:

The present study was conducted to identify procedural justice on organizational citizenship behavior and its impact on the organizational Culture of the employees of Mellat Bank of Tehran. To measure the variables of the research, it was used of questionnaire. The survey population is the employees of the Mellat Bank of Tehran in ۲۰۱۶, whose number is ۵۲۰ people and by using the Cochran formula ۲۲۱ people were selected randomly. For reliability of the questionnaire, Cronbach's alpha method was used and to analyze the data by the software SPSS and LISREL, In order to study the research hypotheses, structural equation modeling method and software LISREL are used. The results of statistical surveys show that, in general, organizational citizenship behavior with path coefficient of ۰.۳۴ has a positive and meaningful impact on organizational Culture and Justice on three dimensions of trust with path coefficient of ۰.۸۱, satisfaction with path coefficient of ۰.۳۴, and organizational commitment with path coefficient of ۰.۴۹ has a positive and significant effect

کلمات کلیدی:

.Procedural justice, Organizational citizenship behavior, Organizational Culture, Mellat Bank

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