

عنوان مقاله:

Investigation of Leadership Style Correlates Affecting Jihad-e-Keshavarzi Staffs Job Satisfaction in Yazd

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خلاصه مقاله:

Staff job satisfaction is very important for assessments leading to organizational development. Job satisfaction is a general attitude of workers towards their job and it depends on the sum of all factors in organizational relations. The correlates of organizational leadership style such as process of leadership, motivating factors, communication, process of decision making, and characteristics of the control process all directly affect job satisfaction. This study was conducted to determine the correlates of leadership style that affect the job satisfaction of Jihad-e-Keshavarzi staff working in Yazd Province. The population consisted of all the Jihad-e-Keshavarzi staff in Yazd ($N=298$). The sample was obtained through simple random sampling technique ($n=100$) and 91 questionnaires were completed and returned. Data was analyzed by SPSS. There was a positive and significant relationship between job satisfaction and the leadership style correlates of the respondents (process of leadership, motivating factors, communication, process of decision making, and characteristics of the control process). The best predictors of job satisfaction were found to be the leadership and communication processes.

کلمات کلیدی:

Attitude, job Satisfaction, Leadership style correlates, Staff

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