

عنوان مقاله:

The relationship between job satisfaction and organizational commitment in the organization

محل انتشار:

کنفرانس بین المللی مدیریت، اقتصاد و مهندسی صنایع (سال: 1394)

تعداد صفحات اصل مقاله: 5

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خلاصه مقاله:

In the interest of any organization that maintains employees satisfy their needs through the creation of an appropriate regulatory atmosphere and create loyalty among individuals (create a sound) regulatory climate. The organization's policies and appropriate incentives and promotions create organizational loyalty. The ability of the organization to the spirit of loyalty, sincerity and competence development at the appropriate individuals and regulatory environment will inevitably lead to the success of the organization. This study stems from the importance of the human element in organizational work as the main axis represents the essential foundation to reach and achieve the goals, it also represents one of the most important elements of the production of the service because it is the primary determinant of the extent of performance effectiveness and efficiency. The importance of this study of the importance of the issue and the problem that consideration are dealing with organizational loyalty and neediest organizations in our present and future to the positive dealing with this phenomenon as a result of the positive impacts that, for male (improving the organization's efficiency and effectiveness and reduce labor turnover and reduced absenteeism and reduce the phenomenon of delay for consistently high morale of the workers), and all of these positive effects come to emphasize the fact that the more the loyalty of individuals and their dedication has increased in their impact on the level of performance, and the importance of this study the importance of the variables to be addressed are dealing with organizational loyalty and its relationship to some organizational and functional variables. Sociologists confirm that the loyalty of three main pillars help the cohesion of job loyalty: Loyalty pillar constant: where sacrificing individual interests for the survival of the continuity of the group Loyalty Allahmi pillar: social relations that bind the individual is otherwise lead Alytmask community and continuity. (Relatives at work.) Loyalty-oriented: the individual correlation (values and principles of the group. (Friendships School

کلمات کلیدی:

job satisfaction , organizational commitment , organization

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