

عنوان مقاله:

The investigation of relationship between organizational culture and job satisfaction with organizational commitment of Shiraz Municipality's employees

محل انتشار:

نشریه پژوهش در مدیریت ورزش و روانشناسی، دوره 2، شماره 5 (سال: 1393)

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نویسندگان:

Azam Yousefi Ghalati - MA student in Curriculum, Payam Noor university of Isfahan

Afsaneh sharifi - Department of nursing collage, Abadeh, medical science university, Abadeh, Iran

Shirin Mohamad Aminii - Department of Physical Education and Sport Sciences, Islamic Azad University, Central Tehran Branch, Tehran, Iran

Behnaz Goodarzian - Department of Physical Education and Sport Sciences, Islamic Azad University, Central Tehran Branch, Tehran, Iran

خلاصه مقاله:

Background: The aim of this study was to examine the relationship between organizational culture and job satisfaction with organizational commitment among employees of the Shiraz Municipality. Materials and Methods: This study in terms of purpose is an applicable study and in terms of method is descriptive –survey study. The research population consisted of 250 employees of the city Municipality. 152 persons using the random sampling method were selected as the sample size. As data collection tools, Allen and Meyer's Organizational Commitment Questionnaire, organizational culture and job satisfaction of Candle is used. Data analysis by software SPSSv.20, descriptive statistics, regression and Pearson and Spearman correlation coefficients is done. Results and Discussions: The findings showed that there is a significant relationship between organizational culture and organizational commitment with affective commitment and continuance commitment dimensions and also job satisfaction and organizational culture and organizational are able to predict organizational commitment of employees. Conclusion: The overall result suggests that the improvement of the organizational culture and job satisfaction can raise organizational commitment

کلمات کلیدی:

organizational culture, job satisfaction, organizational commitment, Municipality employee

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