

عنوان مقاله:

Examine the Relationship between Organizational Climate, Job Satisfaction and Organizational Commitment Student
Basij Organization of Hormozgan Province

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خلاصه مقاله:

The purpose of this study was to investigate the relationship between organizational climate and job satisfaction and organizational commitment of the Student Mobilization Organization of Hormozgan province. The present study is an applied research and the research methodology is descriptive - correlation and data collection method is field research. The statistical society consisted of all the employees of Student Mobilization Organization of Hormozgan province. Statistical population included in this study consisted of 57 people that due to the low population size, the statistical sample exactly matches the statistical population. The instrument used for data collection was composed of three questionnaires: (1) organizational climate questionnaire (standardized questionnaire describing the organizational climate Halpyn and Craft,(1963 (2) Organizational Commitment Questionnaire Allen and Meyer(1991) and (3) job satisfaction questionnaire (standard questionnaire Beri Fyldvrs (1951)SPSS20 software was used for collected data analyzing. Results show that there are significant and positive relationships between organizational climate and job satisfaction, between organizational climate and organizational commitment and between job satisfaction and organizational commitment. In addition, the results of this study showed that there is a high correlation between organizational climate, job satisfaction and organizational commitment variables to each other. Since human resources are the most important assets of an organization and achieving strategic objectives requires great attention to this source; Considering the relatively strong correlation between the variables of organizational climate, job satisfaction and organizational commitment, managers and officials should pay attention to interaction and mutual influence of these variables on each other in their planning, and do their best to promote and strengthen them simultaneously

کلمات کلیدی:

Organizational climate, job satisfaction, organizational commitment and the Student Mobilization Organization

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