

## عنوان مقاله:

The relationships among Transformational leadership, Procedural justice, Psychological empowerment, Organizational commitment, Job satisfaction, OCBI and OCBO

## محل انتشار:

سومین کنفرانس بین المللی تحولات نوین در مدیریت، اقتصاد و حسابداری (سال: 1398)

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## خلاصه مقاله:

The purpose of this study is to examine the relationships among Transformational leadership, Procedural justice, Psychological empowerment, Organizational commitment, Jobsatisfaction, OCBI, OCBO and the mediating role of procedural justice, psychological empowerment, organizational commitment and job satisfaction on the relationship between transformational leadership and OCBI, OCBO. Data from 117 employees were collected from some educational organizations located in Semnan, Iran. The impact of transformational leadership on procedural justice, all dimensions of psychological empowerment, organizational commitment, job satisfaction, OCBI and OCBO was proved in this study. In addition, procedural justice influenced OCBI and OCBO directly and indirectly, through the mediating role of some dimensions of psychological empowerment, organizational commitment and job satisfaction. The causal relationships among the factors of this study could be explained comprehensively. In addition, by including other factors, which are influenced by transformational leadership or influence organizational citizenship behavior (OCB), the model could be particularly developed. The nuances of, and complexities within the relationships studied were not captured in this study.

## کلمات کلیدی:

Transformational leadership, procedural justice, organizational citizenship behavior

## لینک ثابت مقاله در پایگاه سیویلیکا:

<https://civilica.com/doc/949171>

