

## Analysis of the Relationship of Organizational Atmosphere with Attitude Variables and Meta-role Behaviors in the Personnel of Public Libraries

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### Abstract

**Purpose:** The present research aimed at determining the casual relationship between the variables of organizational atmosphere, job satisfaction, organizational commitment and Organizational Citizenship Behavior (OCB), and developing a model in other to improve the organizational citizenship through the management of organizational atmosphere and attitude variables in Iran's public libraries.

**Methodology:** The data required in this applied survey were collected by descriptive questionnaire based on structural equations model. The research population included personnel of Iran Public Libraries Foundation (IPLF).

**Findings:** Organizational atmosphere of public libraries had a significant relationship with job satisfaction of librarians working in the IPLF. There was also a strong relationship between organizational satisfaction and organizational commitment as well as the librarian's OCB. No relationship was found between organizational commitment and the organizational citizenship behavior of librarians working in the IPLF. Further, no significant relationship was observed between the organizational commitment as well as the OCB of IPLF librarians. In the structural equations model, it is necessary to take a clear-cut conclusion about the overall fitting of the model. Accordingly, our proposed model was in good situation in such indexes as RMSEA, AGFT, and GFT. Therefore, it can be concluded that the model is good one in terms of fitting.

**Originality/Value:** This work is the first time that the relationship of organizational atmosphere with attitude variables such as organizational commitment, job satisfaction, and organizational citizenship behavior of IPLF personnel and a model is proposed aiming to improve their OCB through the management of organizational atmosphere and attitude variables in Iran's Public Libraries.

**Keywords:** OCB, Organizational atmosphere, Job satisfaction, Organizational commitment, Iran Public Libraries Foundation.

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