

AGRICULTURAL PERSONNEL'S JOB PERFORMANCE: EFFECT OF ORGANIZATIONAL COMMITMENT MEDIATION

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ABSTRACT

Personnel work perceptions and their job performance are indispensable to achieving organizational objectives as well as maintaining competitive advantages and performance efficiency. Organizational commitment and performance improvement demands personnel job self efficacy and their job satisfaction. This study assessed how agricultural personnel perceive job self Efficacy (JSE), job satisfaction (JS), organizational commitment (OC), and job performance (JP), and examined the causal relationships among these constructs. Model formulation was based on a random survey of agricultural personnel (n=80) of Karaj city agricultural jihad organization from Iran country. Data was analyzed through descriptive statistics, confirmatory factor analysis, and the structural equation modeling. Results indicated that job self Efficacy (JSE) and job satisfaction (JS) both positively affected organizational commitment and job performance. Moreover, results of structural equation modeling indicated that agricultural personnel's job self efficacy (ESE), had more significant effects on both OC ($\beta = 0.27, p < 0.05$), and JP ($\beta = 0.25, p < 0.05$) than job satisfaction among agricultural personnel. Overall, results of this study indicated that the effects of job self efficacy (JSE) and job satisfaction (JS) antecedents on job performance (JP) were fully mediated by organizational commitment (OC) among agricultural personnel. Finally, a number of suggestions on improving organizational commitment among agricultural personnel were proposed.

KEYWORDS: Job Self efficacy (JSE), Job Satisfaction (JS), organizational commitment (OC), Job Performance (JP), Agricultural Personnel, Iran.