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## RELATIONSHIP BETWEEN ORGANIZATIONAL HEALTH, JOB MOTIVATION AND ORGANIZATIONAL COMMITMENT IN HIGH SCHOOL TEACHERS IN MARVDASHT

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### Abstract

The Purpose of this research was the study and survey of the relationship between organizational health, job motivation and organizational commitment in high school's teachers in marvdasht city population of research included the whole teachers consist of men and women teaching in the years 93-92 in marvdasht city. The sample were 141 teachers selected by cluster sampling. The data were collected by organizational health (O.H.I) questionnaire Hoy & Feldman. Job motivation questioner of Habibi and organizational commitment questioner of Allen and Mayer was used. The data were analyzed and results showed that there was positive and meaningful relationship between organizational health, job motivation and organizational commitment of teachers. Also there was positive and meaningful relationship between organizational health and job motivation of teachers. There was meaningful relationship between organizational health and factors of organizational commitment of teachers (Affective, continuous, normative). There was meaningful relationship between job motivation and the factors of organizational commitment of teachers (Affective, continuous, normative). Organizational health and job motivation were able to predict the organizational commitment of the teachers.

**Key words:** Organizational health, job motivation, organizational commitment

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