

## The Relationship between Organizational Climate with Job Burnout and Job Satisfaction in Employees of Tehran Electric Company

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**Abstract :** Nowadays, organizations have found a high status in the cultural and social structures of societies. The purpose of current study is to investigate the relationship between organizational climate with job burnout as well as job satisfaction. The research method is descriptive and correlational. The population of the study includes all employees in Tehran Electric Company, which equals 1984 people in 2018. The sampling was performed in the form of a consensus, and all employees were regarded as samples. The data gathering tools consist of three questionnaires of Smith's Job Satisfaction Questionnaire, Halpin and Craft's Occupational climate, and Maslach and Jackson's Job burnout. The results showed that there was a direct and positive relationship between organizational climate and job burnout, as well as job satisfaction. The organizational climate variable could successfully predict job satisfaction. It was also able to predict job burnout.

**Keywords :** organizational climate, job burnout, job satisfaction, descriptive, correlational

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