

# **The Relationship between Perceived Organizational Support and Organizational Climate to Well-being as Mediated by Job Satisfaction in Not-for-profit Organization**

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## **Abstract**

The concept that perceived organizational support and organizational climate relates to well-being with the mediating effect of job satisfaction has been well accepted, yet it has not been widely tested with the not-for-profit organization. The study aimed to investigate the mediating role of job satisfaction on the relationship between perceived organizational support and organizational climate toward well-being in not-for-profit organizations (i.e. educational institution). This study randomly collected survey data from 99 respondents working in the not-for-profit organizations. The results showed insignificant relationships existing between perceived organizational support and well-being. Furthermore, the study did not find the mediating effect of job satisfaction on the hypothesized relationships. The results were dissimilar from prior studies. The paper shed a new insight into the existing body of knowledge on job satisfaction and well-being in the context of not-for-profit organizations. Implications of the study were discussed, together with limitations and suggestions for future research.

**Keywords:** *perceived organizational support, organizational climate, job satisfaction, well-being, not-for-profit organization*