

Background

Employee's performance is important for management therefore they use a large amount of resource to improve it. The impact of components such as organizational silence, fear of failure has been reviewed in number of studies but we do not have any one in Kerman's hospital.

Objective

The aim of this research was to study the relationship between organizational silence, fear of failure and employee performance at teaching hospitals affiliated with Kerman University of medical science ۲۰۱۴.

Materials and method

This is analytical cross-section study. Data collection was performed using a three section questionnaire Including ۴۹ questions to measure the organizational silence, fear of failure and employee's performance .we analyzed data by spss ۱۹ software using linear regression multiple linear regression .

Results

Positive correlation was found between organizational silence components and employees performance but no significant correlation was found between fear of failure components and employees performance. The organizational silence determined employees performance ($b=۰,۴۵۳$).The fear of failure does not determine employees performance.

Employee performance = $۲,۱۴۸+۰,۲۰۵*\text{communication opportunities} +۰,۱۷۱*\text{supervisor's attitudes to silence}$

The organizational silence determined employees' performance. ($b=۰,۴۵۳$).The fear of failure do not determined employees performance.

Employee performance= $۱,۹۶۹+۰,۴۵۳*\text{Organizational silence}$

Conclusion

Regarding the importance of employees performance and the mediating role of factors such as organizational silence and fear of failure, it is recommended that managers to pay attention to employees concerns to create a reliable atmosphere for personnel performance. This can cause the complete and intellectual appearance of employees.

Key word: organizational silence, fear of failure, employee performance