Title:
The Effect of Corporate Social Responsibility and Quality of Work Life on Organizational Indifference (the Case Study of small and medium-sized enterprise active in the Isfahan Science and Technology Town)

Abstract:
Organizational indifference is a destructive phenomenon that causes spiritual breakdown between organizations and employees and can strongly affect the function and productivity of the organization. In this regard, the present study has been conducted to evaluate the impact of organizational responsibility on organizational indifference with the role of mediating the quality of working life in small and medium sized enterprises of Isfahan’s scientific and research town. This research is a descriptive-correlational study in terms of applied and descriptive research method. The statistical population of the study includes 200 small and medium enterprises of Isfahan Scientific and Technology Town. sampling method was simple random and sample size was calculated 127 Companies by using Morgan table. The questionnaire of 55 questions including social responsibility, quality of work life and organizational indifference with Cronbach's alpha 0.85 was distributed among organizations. The Conceptual model of the research was studied using SPSS ans Smart PLS software. Findings of the research indicate that the social responsibility of the organization has a direct and positive impact on the quality of working life. Also, the social responsibility of the organization has a direct and inverse effect on organizational indifference and finally the quality of working life has a direct and reverse effect on organizational indifference, it means that involvement of the organization in social responsibility activities, can increase the quality of work life and also reduced the organizational indifference.

Keywords:
Corporate Social Responsibility, Quality of Work Life, Organizational Indifference, Small & Medium Enterperis.