



Study of Effective Factors on Job Satisfaction of Omid Hospital Staff in Isfahan City

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ARTICLE INFO

Article history:

Received 16 Dec 2014

Received in revised form 21 Jan 2015

Accepted 11 Feb 2015

Keywords:

Job satisfaction,

Job nature satisfaction,

Supervisor,

Job supervision

ABSTRACT

Objective: This study investigated factors affecting job satisfaction of Omid hospital staff is performed. This research is correlational and cross-sectional study was conducted in 2013 the sample population included all Omid hospital staff. It is also stratified random sampling; 183 people were selected according to Cochran's sampling formula. **Methodology:** Data also were collected using a standard questionnaire with good validity and reliability, and then to analyze the statistical methods included analysis of variance (ANOVA), T-test and Pearson's correlation coefficient was used. According to these findings, with an average satisfaction rate of pay received ($M=9.40$) has the lowest levels of satisfaction among employee job satisfaction. Satisfaction with the job promotion with a mean ($M=10.17$) is the next category. On the other hand, with the average job satisfaction ($M=22.52$) the highest levels of satisfaction among job satisfaction, dedicated to the satisfaction with the supervisor, with a mean ($M=21.56$) is the next category. **Results:** These data indicate that job satisfaction and supervisor satisfaction among employees better salary of satisfaction, and satisfaction with the job promotion. **Conclusion:** In the bivariate analysis also showed that there is a significant difference between job satisfaction and gender, the inverse relationship between job satisfaction and lower-income workers and there, While the relationship between age and job satisfaction, and the other between education level and work experience personnel, and there is no significant relationship between job satisfaction and so on, depending on the type of employment between job satisfaction, and there is no significant difference in terms of marital status.

1. Introduction

Job satisfaction is a collection of feelings and beliefs that people have about their current jobs. That the degree of job satisfaction of intense satisfaction to be changing serious displeasure. People can also ask to have attitudes about various aspects, such as the type of work they do, their colleagues, supervisors or subordinates and their rights. (Azizi, 2011). Job satisfaction on important issues such as latency, absenteeism, turnover, and also on the efficiency and effectiveness of individual productivity of individual influence (Seyed Javadin, 2003). Satisfaction of working hours was important that human resources as an important element of economic production and commercial production was introduced. Expression of human resources in the mid-nineteenth century was Frederick Venislolter importance of management. However, his attitude to the work force and a physical attitude in relation to the volatility of production and was found (Azad,1978).

1.1 Research Hypothesis

Marital status and job satisfaction of Omid hospital staff there is a significant relationship.

Between educational level and job satisfaction of Omid hospital staff there is a significant relationship.

Between income and job satisfaction of Omid hospital staff there is a significant relationship.

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DOI: <https://doi.org/10.24200/jmas.vol3iss01pp22-26>

1.2 Expectancy theory

Initial model expectations theory, which belongs to Edward Tolman and Kurt Lewin. Victor Verroom for the first time, this theory can be used for motivation in the workplace. The theoretical work by identifying how the selection of the persons concerned, Basic premise of the theory is that motivation, person of interest and potential to achieve what it takes to fulfill all depends. (Morhed and Griffin, 2005)

1.3 Reinforcement theory

Reinforcement theory of psychology known as Skinner (1963). and his colleagues have been attributed. In rejecting this theory, intrinsic motivation, and behavior are influenced by past behavior and environment are analyzed on future actions. Reinforcement is undoubtedly a significant effect on behavior. Based on this theory, if employees with a positive outcome of the encounter, the better they will be resurrected (Ghasemi, 2003).

One of the theories about the organization and job satisfaction Lowson and Shen (1998) is relevant. Their theories are divided into two categories of Micro & macro model. Micro models more than anything else on the internal factors and forces is emphasized that, in fulfilling their personal satisfaction leads, While the main emphasis on macro-models are theories that the organization and in particular on organizational processes that are necessary for production and service provision. (Zareshahabadi, 2012).

1.4 Value Theory

This theory claims that job satisfaction, this phenomenon will be determined by the whether the job gives a person the protection of personal values or not? (Azkamp, 1991).

The theory is that if the job would be consistent with the values and personal staff, he is satisfied with their jobs, but if his private job values in inconsistent and conflict, job satisfaction to be gained by him (Mirdarivandi, 2000).

1.5 Brill Theory

Brill believes that the natural human need for career advice and no order, His actions that must follow, so makes sense.

Implicit interpretation of this theory is that, if a person thinks their decision, their job choices, normally, it will be satisfied. Coercion or compulsion, but if it chooses, most likely, will be dissatisfied with their jobs (Mirdarivandi, 2000).

1.6 Holland's Theory

Holland's theory is based on two main principles:

Chosen profession depends on the kind of personality.

Choice of professional job has a direct relationship with individual attitudes and dispositions (Mirdarivandi, 2000).

The implication of this theory is that, if a person chooses their jobs fits its personality traits. And have a positive attitude towards the job orientation, job satisfaction of the and it otherwise would not be satisfied with their jobs. (Mirdarivandi, 2000, 70).

1.7 Supervision

Supervision has been proposed as an important aspect of job satisfaction; however, reports indicate that it is less important than the relationship with colleagues. Supervision "thoughtful" and "employee-oriented" management school of human events is ideal. Studies conducted show the supervision of a guardian, thoughtful work - the circuit will lead to job satisfaction. (Azkamp, 1991). Wherever supervisor, the staff is friendly and supportive behavior, job satisfaction was also high. (Moghimi, 2004).

1.8 Organizational Structure

Understanding the behavior of individuals in organizations to build and increase organizational dynamics, and field behavior in the workplace a better explanation is provided. The effect of organizational structure on the formation of attitudes and practices influence the values and practices of formal organization, the behavior of individuals in organizations, the issues that have always been of great interest to researchers. (Sabouri, 2005, 10). Organizational structure consists of several aspects. Organizational size, often with personal values influence the interaction is satisfaction. Bureaucratic and hierarchical structures with high levels of job can a poor connection and alienation triggered the workers. In particular, principals, teachers and non-bureaucratic organizations, most sellers are satisfied, so large and bureaucratic organizations. (Azkamp, 1991).

1.9 Culture and organizational climate

Organizational culture is the shared values and belief systems that occurs in an organization and guides the behavior of its people. As the two figures are quite similar, the two organizational cultures are not exactly alike. In organizations where there is a strong culture, employee satisfaction will also work in most organizations. (Hooman, 2002).

Organizational climate refers to the spatial organization of perception and response personnel in ways that reflect the context of the organization. The most important consequence is that the perception of organizational climate and sense of membership in the organization has significant influence and effect on job satisfaction of staff. (Hooman, 2002).

1.10 Employee unrest

It is a general requirement, the job shows one's unhappiness, and may appear to be different curvature in this condition a person may not have a tendency to be self-job. Work environment may be sleepy, forgetful, and the work is carelessness. (Moghimi, 2004).

1.11 Leave the service

Leave the service of occurs when a person leaves their jobs at the agency forever. Handling a sensitive issue, because the organization is typically to attract, hire, and train new employees to replace employees who leave the organization have to spend a lot of time and money. (Morhed and Griffin, 2007).

1.12 Early Retirement

Studies, Schmit and Velclan show the relationship between job satisfaction and Early Retirement. There is evidence, that the demand for employees who retire early, they tend to have fewer positive attitudes toward their work and build. On the other employees who have a higher organizational post with employment challenges. Then lower level jobs are less likely to seek early retirement. (Moghimi, 2004).

2. Materials and methods

2.1 Research Method

The method used in this research is correlational. The purpose of changing one or more variables to study the correlation of changes in one or more other variables (Delavar, 2001).

2.2 Statistical Society

The research population consisted of Omid hospital staff that they are based on data obtained from 345 people.

2.3 The sample size

Cochran's sampling formula for determining the sample size and 95% are met.

Hypothesis (1): Between jobs satisfactions on the basis of marital status are different.

Table 1. Results of one-way ANOVA to examine job satisfaction in terms of marital status

Variable	Dimensions	Mean	Between-group mean square	Mean squares within groups	F Size	Significant level
Marital status	Single	101.55	101.192	446.180	0.227	0.878
	Married	101				
	Divorced	102.50				
	In other cases	94.16				

The results listed in Table (1) indicate a significant difference between employees single, married, divorced, and other marital status ($F=0.227$; $P>0.05$). does not exist. In other words, job satisfaction scores on each level, marital status (single, married, divorced, etc.) are the same. Thus hypothesis (1), that the difference between job satisfactions based on marital status is rejected and the null hypothesis is maintained.

Hypothesis (2): There is a relationship between education and job satisfaction.

Table 2. Results of Spearman correlation between education and job satisfaction

Dependent variable The independent variable		Job Satisfaction				
Level of education	Scale Rank	Spearman correlation -0.096	Significance level 0.207	Level of error 0.05	Number 176	Test results Acceptance of the null hypothesis

The results in Table (2) and according to the Spearman correlation test ($r=0.096$). is weak and there is an inverse relationship between education and job satisfaction, However, given that the test significance level $P>0.05$, this relationship is not statistically significant. The fifth hypothesis regarding the relationship between education and job satisfaction rejection of the null hypothesis is maintained.

Hypothesis (3): There is a relationship between income and job satisfaction.

Table 3. Pearson correlation coefficient between income and job satisfaction

Dependent variable The independent variable		Job Satisfaction				
Income	Scale Rank	Spearman correlation -0.149	Significance level 0.050	Level of error 0.05	Number 174	Test results Acceptance of the null hypothesis

The results listed in Table (3) indicate a weak inverse relationship between income and job satisfaction ($r=0.149$; $p=0.05$). Whatever is added to the employee's salary level of job satisfaction will decrease. Thus hypothesis (3). regarding the relationship between income and job satisfaction of employees, is confirmed.

3. Discussion and results

Results of analysis of variance according to the explanation in Table (1). indicate that there is no significant difference between the employee's single, married, divorced, and other marital status ($F=0.227$; $P>0.05$). In other words, job satisfaction scores on each level, marital status (single, married, divorced, etc.). are the same. This finding study, researchers such as Zarehshahabadi, (2012) is compatible. Unlike the results Mortazavi is 1993.

The results in Table (2)., according to the Spearman correlation test ($r=0.086$). is an inverse relationship between level of education and poor job satisfaction, However, given that the test significance level $P> 0.05$, this relationship is not statistically significant. This finding study, Lambert et al., 2001; Zarehshahabadi et al, 2012 the job satisfaction is consistent, Unlike scholars such results Sousa-Poza, 2003; Jones and Sloane, 2009; Vila and Garcia, 2005; (Quoting Zarehshahabadi, 2012).

This explanation seems to be that those who have higher academic degree, with trains also compare the various centers and universities, are teaching and higher salaries and benefits, the feeling of relative deprivation, and this problem is reduced job satisfaction. Also noteworthy is that, on the one hand, for higher education by providing a network of job characteristics such as job autonomy and authority to engage in various tasks and nonuniform puts a positive effect on job satisfaction, but on the other hand will increase the expectations of the person who has a negative effect on job satisfaction. These are the two conflicting effects because the relationship between education and job satisfaction will be shown close to zero.

The results listed in Table (3). indicate a weak inverse relationship between income level and job satisfaction. ($r=0.149$; $P=0.05$). Whatever is added to the employee's salary level of job satisfaction will decrease.

4. Conclusion

The promotion employees improve timely manner and meritocracy where employees can work to achieve higher ranks. This is because of their agitation and organization of work of employees, and is a motivation for the other employees who are seeking job promotion because of its various advantages as well as those who want to continue their education, and their scientific and academic centers.

Since the satisfaction of their job status, their income is affected by the amount of salary and benefits and, therefore, to provide greater job satisfaction among hospital staff, it is suggested rights and reward systems must be constantly reviewed and revised, So that it can meet its minimum needs and basic supplies life and satisfy the requirements of higher and secondary levels to provide them. Furthermore, studies specifically designed to investigate strategies for enhancing job satisfaction among employees who are dealing with the health of humans and John further research is recommended.

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How to Cite this Article:

Haghshenas, S., Iravani, MR., Bakhtiar, Nasrabadi HA., Study of Effective Factors on Job Satisfaction of Omid Hospital Staff in Isfahan City, *Uct Journal of Management and Accounting Studies* 01 (2015) 22–26.