

The Constructive Factors in Job Satisfaction Staff of Education System in Islamshahr City, Iran

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ABSTRACT

This Study Constructive Factors job satisfaction Staff of Islamshahr City Education For selecting sample group of introducer and also increasing the care of measuring, the study used stage random sampling method based on sample mentioning formula, number of 500 peoples consist the sample volume of this study and from this numbers 24 managers (12 women and 12 men), 377 Teachers (266 women and 111 men), 75 Assistant (33 women and 42 men), 12 Post office staff (4 women and 8 men), 15 Consultant (9 women and 6 men). Measurement tool of study is 52 questions questionnaire made by researcher. This questionnaire is gathered by help of satisfaction theory and considering satisfaction texts and the findings of previous researches and then based on Delphi technique in three stages for experts of education, was sent. In the end by help of respectful adviser and consuler masters was edited. In this study the reliability of measurement tool was calculated by Cronbach's Alpha coefficient method. And the reliability of whole test was equal to 0.98. The validity of measurement tool was done by agent analyzing method and had proximately high agent factor and the whole questions of study were confirmed. The results of agent analyzing showed that the effective factors on strengthening the job satisfaction of managers are as follow: first agent: agent Occupational rules (10 %) by 11 indexes. Second agent Occupational appropriateness (3.20%) by 16 indexes. Third agent: Organizational culture (3.3%) by 12 indexes. Fourth agent social (2.70%) by 7 indexes. Fifth agent Occupational richness (2.29%) by 6 indexes.

KEYWORDS: Satisfaction, Job Satisfaction, Education, Occupational Rules, Organizational culture

1. INTRODUCTION

So many believes that amongst all concepts that organizational behavior experts, organizational managers and psychologists, have analyzed in different organizational situation, job satisfaction was one of the most important cases of the studies [1]. Hence lots of points of view and conceptualizations which are sometimes paradoxical have been shaped and developed. Frederick Herzberg's two-factor theory (also known as motivator-hygiene theory) attempts to explain satisfaction and in the workplace [2], Herzberg et al. [3] believes that job satisfaction has two different dimensions. One of these dimensions which is known as health agent include workplace characteristic and extrinsic dimensions like supervision, salary, personal relations and situation and job opportunities. Second one is known as provocative dimension which includes agents which in fact are duties, content of the job and its intrinsic dimensions which included aspects like importance of progress, responsibility and development.

The second popular concepts about job satisfaction are only one dimensional but it includes answers to the following two questions:

A) How much is your satisfaction with your current job?

B) How much satisfaction do you expect from your job? [4]

Lots of experts believe that the difference between the thing that the people have right now and thing that they are looking for is the indicator of the job satisfaction [9]. This study is providing proper answer to this question: what are the Recognition Job Satisfaction staff of Islamshahr City Education on this basis, the following two specific questions were formulated:

1-What indexes are these factors composed of?

2-What are the priorities of each of these factors and indicators?

It is in fact the basic pillar of human society with one of its major aims being educating children and young individuals through teachers and principals. Most education experts and scholars hold the belief that the employers, working side- by- side, are the largest most important influential factor in the process of education. Therefore it could be claimed that the basis of a successful educational system is comprised of the level of satisfaction of its employees [5].

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2. MATERIAL AND METHODS

This study is a surveying type study. The statistical Society of the current study is consisting of the Staff of Islamshahr City Education (5000 people). Sampling method is a simple random and 500 person will form the sample size of the study.

The presented study is made of questionnaire with 54 questions which is designed by the researcher. This questionnaire is collected with the help of the satisfaction theories and analyzing the texts of satisfaction and the findings of previous researches. The continuum of this questionnaire between 1 to 7 which 1 represent the lowest and 7 represent highest accessibility of each branch for each subject. The validity of the questionnaire is calculated by the Cronbach's alpha method which is equal to 98%. To determine the validity of the test tool, a statistical test called factor analysis of principal component analysis is used with SPSS software package.

Statistical analysis

Briefly, for analyzing the information, the following methods are used: Common methods in descriptive statistics are used to determine the statistical characteristics of the groups. The classic model is used for analyzing the questions. To estimate the validity of the questionnaire of the research, the general formula for Cronbach's alpha coefficient is used. To check the validity of the questionnaire and determining its educational contents, the method of factor analysis of the principal factor analysis is used. For surveying the simple structure of the questionnaire, a factor which is derived from the Varimax rotation method was used.

3. RESULTS

A comparison between five factors generally showed that the first factors respectively are organizational culture, occupational development, rule, occupational appropriateness, occupational flexibility, authority and received salary and benefits. A comparison of standard deviation of the factors showed that the organizational culture has the highest and the salary has the lowest importance. Lowest score was related to occupational flexibility and highest score was related to organizational culture. The positive skew represent that the skew is longer compared to the normal distribution to the right and positive elongation of distribution.

The calculated Cronbach's alpha coefficients for the collection of 52 questions were equal to 0.98. For performing the factor analysis with the principal component analysis method, and to ensure the sufficiency of the sampling and to avoid the zero value of the data correlation matrix of society, the results of KMO and Bartlett test is calculated and by observing the listed figures, it can be concluded that performing the factor analysis is justifiable. To determine the assessment, devices were saturated with significant factors. Three following indices are considered:

- 1) The special value
- 2) Determined Variance ratio by each factor
- 3) The rotated curve of the special values

These characteristics are presented in table number 2 for 52 questions collection. For determining that how many factors are saturated, the materials of the questionnaire and according to Scree charts which its skew is started from the fifth factor, five factors are selected. According to acquired results of performing factor analysis and indices which are mentioned before, five factors are extracted which these factors represent 57. % of total variance. The first factor with the special value of 10.45, represent 22.20% of total variance and finally the fifth factor with the special value of 2.29 equal represent 7.92% of total variance. The special value of these five factors, the percentage of the variance and the density percentage of each of them are shown in Table 2. To determining how many factors are saturated the materials of the questionnaire and according to Scree charts which its skew is started from the fifth factor, five factors are selected.

Table 1. The statistical characteristic of seven derived factors of job satisfaction of example factors (N: 500)

Factor	Median	Std Deviation	Skewness	Kurtosis	Minimum	Maximum
Occupational rules	2.00	0.88	1.51	1.08	1.55	4.82
Occupational appropriateness	1.87	0.35	0.98	0.775	1.44	3.31
Organizational culture	2.66	0.58	0.50	0.079	1.33	4.83
Social	1.71	0.41	0.83	2.75	1.14	4.43
Occupational richness	2.16	0.59	1.54	3.99	1.00	5.50

Table 2. Special value, percentage of variance explanation, density Percentage of scale facto

Factor	Special value	Percentage of variance	Density Percentage
Occupational rules	10.45	22.20	22.20
Occupational appropriateness	3.20	8.32	30.52
Organizational culture	3.30	10.01	40.54
Social	2.70	8.79	49.33
Occupational richness	2.29	7.92	57.28

The final solution (after rotation)

Because the factor matrix is not rotated and no significant structure can be acquired with its load factor, as mentioned before, it has been decided that the extracted factors be transferred to the new axes based on common methods by using the Varimax rotation for both discovering the materials of the questionnaire and recognizing more simple structure which represent fairly visible mainframes for acquiring the variable solution. The factor matrix which is created by Varimax is shown in Table 3.

According to the analysis, seven factors of extraction, which are the criterion of the description and naming the factors of the extraction, are as followed:

- A) Nature and the sizes which extracted factor have their largest share.
- B) Analyzing the dictionaries to check the name, nature, view and connotations of variables.
- C) Current theories and the results of previous studies.

According to the mentioned criterion, seven factors named as follows:

- First factor: 34, 47, 35, 31, 22, 23, 30, 33, 36, 32, and 52 (occupational rules).
- Second factor: 28, 26, 16, 24, 25, 29, 37, 19, 49, 13, 11, 18, 40, 46, 39, 51 occupational appropriateness.
- Third factor: 46, 1, 38, 48, 4, 6, 7, 2, 39, 5, 8, 50 (organizational culture).
- Fourth factor: 10, 27, 14, 12, 15, 21, 20 (social).
- Fifth factor: 43, 45, 17, 42, 41, 44 are for measuring the variable of Occupational richness.

Table 3. Factor matrix, rotated factors of the 52 questions collection with Varimax method

Question	1 st factot	Question	2 st factot	Question	3 st factot	Question	4 st factot	Question	5 st factot
S36	0.847	S28	0.740	S38	0.600	S20	0.712	S17	0.640
S32	0.831	S26	0.680	S48	0.530	S21	0.620	S41	0.591
S33	0.800	S16	0.660	S4	0.500	S10	-0.550	S42	0.590
S22	0.740	S24	0.610	S6	0.502	S15	-0.520	S43	0.549
S23	0.737	S25	0.570	S7	0.501	S27	-0.490	S44	0.470
S30	.0710	S29	0.573	S2	0.450	S14	-0.424	S45	0.460
S52	0.595	S19	0.560	S9	0.440	S12	-0.363		
S34	0.560	S37	-0.540	S5	0.441				
S47	0.469	S49	-0.531	S8	0.420				
S35	0.464	S13	0.512	S50	0.360				
S31	0.450	S11	0.490	S1	0.360				
		S18	0.491	S3	0.351				
		S51	0.470						
		S39	0.440						
		S40	-0.413						
		S46	-0.397						

Q= Question

4. DISCUSSION AND CONCLUSION

Findings of the current research represent the following. The first finding of this study represent that there are totally 52 indices The Constructive Factors job satisfaction Staff of Islamshahr City which all of them are in correspondence with cultural, political, social, economic and religious values. This finding is in correspondence with the findings of Brayfiel et al. [6], Nop et al. [7], Smitte et al. [9]. The second finding of current study represent that the total number of five factors are extracted for increasing the occupational job satisfaction of employees. First factor: occupational rules (10.45%), Second factor: occupational appropriateness (3.20%), Third factor: organizational culture (3.3%). Fourth factor: social (2.70%), Fifth factor: Occupational richness (2.29%) and totally these five factors represent 57% of total variance of The Constructive Factors job satisfaction Staff of Islamshahr City Education. The third finding of current study represent that each of these five factors include the following indices:

First Factor: Occupational rules and regulations obtained in the order of priority from the factor analysis include the following indices:

- 1- They consider my job’s future (0.847).
- 2- They take me seriously in the organization and they appreciate me (0.381).
- 3- My job is meaningful and it consists of a set of activities which are related to each other and meaningful (0.800).
- 4- It provides me with the opportunity to display my skills and capabilities (0.740).
- 5- The opinions and suggestions put forth by the individual are respected and considered in the organization (0.737).
- 6- The employees do as the boss desires (0.710).
- 7- My job requires training (0.595).
- 8- I can make progress in my job (I can be promoted (0.560)
- 9- My duties and responsibilities increase gradually in my job (0.469).
- 10- I am sufficiently proficient in my job (0.464).

11- I feel dependent making decisions regarding issues concerning my duties (0.450).

Second factor: occupational appropriateness in the organization obtained in the order of priority from the factor analysis includes the following indices:

1- I feel I am respected and appreciated in my job (0.740).

2- I am appreciated when I carry out my duties well (0.680)

3- Effective Communication with Directors(0.660).

4- There is compassion among the colleagues and they are united (0.610).

5- Our unit works as a group (0.570).

6- My personality traits are consistent with my job's features (0.573).

7- Using expert consultants and making decisions based on their advice, having similar group values in the organization (0.560).

8- Having the psychological ownership toward the job (-0.540).

9- I can make progress in my job (there is room for promotion in my job) (-0.531).

10- Mental health in the workplace (0.512).

10- Evaluation system of consistent (0.490).

11- The performance evaluation system considers all aspects (0.490).

12- cooperation spirit between me (colleagues and the chief) (0.491).

13- Education is important in my job (0.470).

14- I feel I deserve this job (0.440).

15- Having the states of facilitating in the job (-0.413).

16- Rapid stimulation and increasing the philosophical mind in the job (-0.397).

Third Factor: Organizational Culture in the organization obtained in the order of priority from the factor analysis include the following indices:

1- Appearance of positive consequences and expectation in the job (0.600).

2- Using my abilities in the best possible way (0.530).

3- I receive bonus for carrying out tasks which are outside my job description (0.500).

4- I have access to technological and scientific resources in my job (0.502).

5- Having the proper welfare services in the organization (0.501).

6- My income can cover my expenses (0.450).

7- Laws and regulations and reasonable policies in the organization(0.440).

8- Working conditions (heat, light, ventilation, etc.) on the job (0.441).

9- Adequate benefits and programs such as health insurance, pensions and compensation(0.420).

10- Having the opportunity to develop the knowledge and skills of the occupation by the education (In service training, short, long, formal and informal) (0.360).

11- The sum of my income is compatible with my skills and efforts (0.361).

12- I receive bonus for carrying out tasks which are outside my job description (0.351).

Fourth Factor: factor social in the organization obtained in the order of priority from the factor analysis includes the following indices:

1- There is a group of shared values in the organization (0.712).

2- There is a high status job (0.620).

3- I enjoy the security my job provides regarding various aspects (-0.550).

4- Equity in distribution of resources of decisions (-0.520).

5- Trust in one's supervisor and co-workers (-0.490).

6- Change in job duties (-0.424).

7- Partners are helping each other (-0.363).

Fifth Factor: Occupational richness in the organization obtained in the order of priority from the factor analysis, include the following indices:

1- My supervisors support the employees under difficult circumstances (0.640).

2- I feel I am capable of resolving the problems concerning my job (0.591).

3- Update emotional balance in my career (0.590).

4- My job is not boring (0.549).

5- My job is consistent with my personality (0.470).

6- Flexible rules logic on the job (0.460).

5. CONCLUSION

At the end, it can be concluded that the extracted components and indices from the current study are very useful and valid in measuring the effective factors of occupational development of the employees. It is hoped that by using this factors and indices in the offices, job satisfaction could be measured and one day as the leader of change his moving direction from daily programming to scheduling and clarify its moving direction to create satisfaction in its staff. It is suggested that this study can be implemented in bigger scale, with different contents and longer length.

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