The Investigation of Relationship between Value System and Job Satisfaction in Municipal Personnel in Islamshahr

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ABSTRACT

Present research was conducted to investigate relationship between personnel value system and their job satisfaction. The method of this research is field finding. In order to select reagent sample group, the total number of 217 people (138 men and 79 women) were selected by simple random sampling method. Evaluation tools in this research were two questionnaires including 16 questions of Lussier values and 19 questions about job satisfaction of Bray field and Rothe. The validity of present research measurement tools was calculated by cronbach's Alphas and was gained for values (73%) and job satisfaction (81%). Collected information through solidarity statistical tests of Pearson and linear regression were analyzed and following results was found: there is positive and direct relationship between dominated values in personnel and their job satisfaction. Men personnel values are more than women values and job satisfaction in women is more than job satisfaction in men.

Key words: Value System, Job Satisfaction, Personnel

1. INTRODUCTION

The value system includes hierarchy of ideas as it is possible that an adult has thousands of beliefs and attitudes but the number of his values is limited[1].Undoubtedly work experience and its effect on attitudes and values related to work is very important that has been increasingly considerable for scientists and social sciences and behavioral sciences experts. In Herris [2]'s point of view, organizations and work environments' success completely relates to efficient use of human resources based on behavioral science and this is a challenge which has engaged managers, responsible and practitioners of work and organization affairs. To encounter with this challenge, it is essential to know concepts and structure related to human force.

Job satisfaction reflects positive and negative senses and those attitudes related to our job and one of the most important factors in efficiency increment is personnel's compassionate towards organization, belonging and heart attachment to work environment, increasing of work quality and quantity, making good human relationship in work environment and etc. [3]. Finding out personnel attitude toward their job is very important in all institutes. Managers do not seek volunteers who have necessary abilities, experiences and motivation while employing them but the pay attention to their value system which is adequate with organization values [4].

In every person's value system, there are collections of dos and don'ts, goals, beliefs and group norms which recognizes behavioral procedures of every one so value system of every one is a basis that people give meaning to his situation and conditions about himself and whatever is around him and according to that, considers his goals [5].

Michel believes that attitudes, decisions, beliefs, norms and appropriate conditions are rooted from dominated value system on an organization or a person and it can be deduced that management is manifested by ideas, values and beliefs in behavior.

Bass [6] has divided management and leadership in three groups in a new classification:

1- Theories based on proficiency: according to this view which is also called positive view, managers are considered by their duty performance without their values interference in doing public affairs and only managers duty are constructed by efficiency increment.

2- Theories based on effectiveness: according to this view which is called also normative. They called managers as manifestation of ideas and values and believe that managers decision making is actually the same value and belief manifestation which has been concealed inside them and value interference is considered very essential in all managers duty and in fact emphasizes on effectiveness.

3- Theories based on efficiency: according to this view which is logical and moderate combination of effectiveness and proficiency, managers behave and do their procedures flexibly.

Values are theoretic concepts which as Peterson [7] says, are effective on people choice and decision making. Lock [8] believes that these are values which assign real authorities and sensational reactions so values are as a factor which assigns human pleasant and delightful mood. On the other hand, regardless of that every person is born in any society has specified values and criterion and these values have been transferred them

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through different ways during its growth. Anyway, people prefer a behavioral method to the other behavioral method from characteristic or social point of view.

Robbins [9] showed in a research that there is a direct relationship between dominated values on human resources and their job satisfaction, it means that personnel who possess strong values in social, physical, religious, professional, family, wealth, spiritual fields, they enjoy more job satisfaction as well.

Job satisfaction is one of the valuable factors in management science which causes human development and the purpose of job satisfaction is person's general attitude towards his job and so whoever has positive attitude toward his job, is satisfied by his job unlike whoever has a negative attitude toward his job, is not satisfied by his job. Job satisfaction is one of important factors in job success; a factor which causes to increase performance and also a feeling of individual satisfaction. Job satisfaction means to like conditions and job accessories, a condition in which work is done and award is taken for that [10]. Job satisfaction as internal factor is as a kind of emotional compatibility with job and job conditions; it means if a desired job provides favorable enjoyment for individual, he is satisfied by his job. In contrast, if a desired job does not offer favorable enjoyment and satisfaction, in this case he is blaming by his job and tries to change it.

Cranny [11] knows job satisfaction as an action of coordination among needs and professional values and work amplifier system.

Job satisfaction is a complicated and multi-lateral concept and is related to mental, physical and social factors. Not only one factor do not cause job satisfaction but also specified combination of a group of different factors leads a practitioner feels job satisfaction in specified time and says himself he is satisfied by his job and enjoys it. Eric [12] findings showed that there is a meaningful relationship among personnel values, beliefs, behaviors, motivations, functions and their job satisfaction.

Mosadegh [13] knows job satisfaction as a success feeling in meeting needs and believes that individual's judgment about what happens in his job affects his satisfaction of job.

So according to values importance and their pragmatics in performance of management and organization and its effect in personnel job satisfaction, constructs the subject of present research as "the investigation of relationship in value system and job satisfaction in municipality personnel in Islamshahr".

2.   MATERIALS AND METHODS

In order to increase measurement accuracy according to random sampling method, the number of 217 individual (138 men and 79 women) constitute present research sample mass.

Measurement tool of present research includes two questionnaire of values from Lock [8]and job satisfaction from Rokeach [1].

Both questionnaires were completed by sample group. Continuum of questionnaires was gradated accordingly for values from zero (not important) to hundred (very important) and job satisfaction tool includes 5 choice (extremely agree, agree, undecided, disagree, extremely disagree)

a)   validity

In this research the validity of two questionnaire has been calculated through Cronbache Alpha and for 16 questions tool of values (0.73) and for 19 questions tool of job satisfaction is (0.81).

b)   Justifiability

The justifiability of two questionnaires has been counted by formal justifiability (approved by 12 experts).

3.   RESULTS

Primary description of research data which is offered in this part is presented in Table 1. As you see in this table, among value system, society values has the least average (99.32) and family values has the most average (170.68). Negative skewness of general value system shows that variable distribution in sample is a little different with normal distribution.

Descriptive indexes of job satisfaction in sample group have been presented in Table 2. Abstract of variance analysis and regression for anticipant variables in job satisfaction has been presented in Table 3.Regression statistical indexes for anticipant variables of job satisfaction have been presented in Table 4.

The table 2 shows that changing domain in studying sample group has been distributed between 46 to 84 with average 59.35.Standard deviation of distribution is equal 5.76. Distribution skewness indexes equals to 2.106 which represent distribution skewness toward normal distribution is toward right.

Distribution Elongation indexes is 0.663 and shows that distribution elongation is longer than normal distribution.

-in order to approve data description and generalizing research findings of society which sample has been extracted of, solidarity statistical tests and regression has been used and the results of these tests are in following tables.

In order to investigate this hypothesis that value system forecasts job satisfaction of employers, the regression tests has been used.

Table 1- descriptive indexes of value system in sample group

Variables	Number	The least	The most	Average	Standard deviation	Elongation	Skewness
Professional values	217	25	200	128.56	33.498	-0.21	-0.293
Financial values	217	10	200	161.82	38.505	-1.321	1.679
Family values	217	40	200	170.68	29.348	-1.345	2.132
Social values	217	0	200	116.52	39.198	-0.209	0.208
Society values	217	0	200	99.32	41.536	0.431	-0.196
Religious values	217	20	200	121.38	40.876	0.389	-0.657
Physical values	217	0	200	131.98	41.755	-0.228	0.231
Spiritual values	217	0	200	112.23	44.156	0.111	-0.549
Total value system	217	310	1495	1042.54	201.97	-0.139	0.328

Table 2- descriptive indexes of job satisfaction in sample group

Variables	Number	The least	The most	Average	Standard deviation	Elongation	Skewness
Job satisfaction	217	46	84	59.35	5.76	0.663	2.106

Table 3- Abstract of variance analysis and regression for anticipant variables in job satisfaction

indexes	SS	Df	MS	F	P	R	R2	RAdj
Total	323.729	8	40.466	1.222	0.287	0.213	0.046	0.008
remaining	6786.047	205	33.103					
regression	7109.776	213						

Table 4- Regression statistical indexes for anticipant variables of job satisfaction

variables	B	ß	t	P
Stable amount	63.95		23.675	0.001
Professional values	63950	-0.078	-0.856	0.393
Financial values	-0.013	0.010	0.118	0.906
Family values	0.001	0.010	0.125	0.900
Social values	0.002	-0.110	-1.185	0.237
Society values	-0.16	0.017	0.167	0.868
Religious values	0.002	0.007	0.076	0.940
Physical values	0.001	-0.092	-1.007	0.315
Spiritual values	-0.013	-0.017	-0.173	0.863

According to the results of variance analysis and anticipant variables of regression statistical indexes in job satisfaction, the rate of gained F is not meaningful for value system variables about job satisfaction ($P>0.05$, $F=1.222$).

According to regression model, anticipant variables can express parts of changes related to job satisfaction. There is a relationship between anticipant variables with job satisfaction ($R=0.213$) and totally they express %4 of job satisfaction ($R^2=0.046$)

4. DISCUSSION

According to accomplished researches and investigation of past studies, we result that among all creatures, human being needs to the longest growth period to dominate his activities and special skills. The findings of present research also conform to last findings such as Eric [12], Robbins [19], Mullen [20], Kohlberg [21], Bayels [22], Greenfield [23], Levin [24], Weber [25] and Wright [26].

Primary resource of values is infant's physical powers and from the beginning of born, values are not readily inside individual but its growth and revolution results from learning. Adult's behavior and characteristic properties is affected by events which happen at the beginning of their life. So to understand human mental processes such as perception, thinking patterns, motivations, excitements, conflicts and its confronting properties, we should know that from where these processes are rooted and how they change through the time. While values are one of the most important subjects of our era and theorizing an researches has been done in this field but still there is not a general agreement about concept of value [14-17].

It is impossible to investigate special value separately and far from other values because there is a pyramidal system which values are ordered according to their importance for individual or group and form value system. In other words value system is collection of related values which orders individual behavior and works and almost constitutes without individual awareness.

Most of researches which have been done in value system fields, have been active in three general fields. One of these fields is, assigning value system hierarchy of individuals and different groups. The next field relates to the comparing of various groups value system such as men and women and … together. The third research field also relates to investigation of different factors relationship such as age, gender and characteristic properties and social and economic base and job satisfaction and … with value system.

Findings of research show that:

- Replication is one of the important circulations in value acquisition
- Education will change values
- Value system is different in individuals and various groups
- There is a direct relationship between social-environmental factors (such as job satisfaction) with individual value system.

Totally basic theory of present research in values dimension, Kouzes and Posher [18] theory has divided values to 8 dimensions as follow:

1-physical values 2-religious values 3-professional values 4-family values 5-financila values 6-social values 7-society values 8-spiritual values.

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