Investigation the Relationship among Principals Life Styles, Job Satisfaction and Organization Commitment Components

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ABSTRACT

The aim of this research is to investigate the relationship among life styles, job satisfaction and organization commitment components. The statistical population involves all female and male principals of Iran-Marand schools.113 persons were selected by cluster random sampling proportionate with sample by Cochran method. The research method is descriptive and correlation and it is applied based on goal. In order to collect the data three standard Field and Ouch Roth questionnaire of job satisfaction, Mavdi and Porter standard organization commitment questionnaire and author made life style components questionnaire were used. The scholars view point s was used for evaluation of validity of author made questionnaire and the reliability was obtained 0.79 by Cronbach alpha. SPSS software and descriptive and inferential statistical methods were employed for analysis of data. The results showed that there is a significant and direct relationship among life styles components, job satisfaction and organization commitment and also the results of regression analysis showed that it can be predicted 17 percent job satisfaction and 23 percent principals organization commitment according to life styles components (responsibility, socialization and conservativeness).

KEY WORDS: Life Style Components, Job Satisfaction, Organization Commitment, Principals.

1. INTRODUCTION

Efficacy and development of an organization depend on correct employment of human resources. The problems of organizations are increased by increase of organization size. One of the findings of neoclassic theory or human relations movement is that an individual is considers as a work unit. Thus human believes, lifestyles skills, techniques and rationality are gained attention. Human status and feelings and speeches are considered important. Inner world of individual is as defective as his outer world in determination efficacy (Rezayan, 2006).Life style, believes, plans and behavioral habits, desires, long term goals are compilation of social and personal conditions that are necessary for mind peace. Life styles are assumptions that manner of thought, feelings, comprehensions, dreams and etc. are important in the assumptions. Life style is reaction of individual against life barriers and problems (Shafih Abadi, 2006).

The research showed that job satisfaction and organization commitment increase efficacy and empathy of stuff in organization, feeling of belongings and dependency to work place work quality and quantity, relations among individuals in work place, appropriate communication, enhancement of love and interest and they lead to rapid learning of new occupational skills(Amini,2007).The chief mangers should provide optimal conditions for proving organization and individual goals by behavioral styles with employing correct management methods and creating healthy and intimate conditions based on bilateral trust, providing optimal working place and participation in decision making, proposing responsibly to individuals, providing opportunities for development and creativity, making human relations in work place and dependency on organization(Charkhkar,1996).Mangers commitment has interactional relationship with organization, occupational, work place and individual factors that effect on commitment level. This trend is important according to status of mangers in organization and their influence on job un satisfaction and even non society. Mangers commitment leads to optimal working and rationality. In recent years organizations have been changed rapidly and different issues like new government management and government revision have caused to important shift in theories and government reactions. Governmental services have been changed since 1970.Introduction of organization affairs9teamwork, reengineering and privatization have played an

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important role in this relation. Although private sector has been encountered with this conversion but there is a significant difference between governmental and private sectors. It can be referred to human resources management. In public sector job satisfaction and organization commitment hasbeen reduced in some aspects and they have been increased in other parts relative to private sector(Huseiniyan and et al, 2008).

Job satisfaction leads to increase of efficacy and commitment and physical and mental health is assured and morality is enhanced and the individual is satisfied and learn new occupational skills (Mogimi, 2007).

This article aims to investigate the relationship among Mar and principals life styles, job satisfaction and organization commitment components.

2. REVIEW OF LITERATURE

It is often said that an efficient stuff is happy and he should be satisfied with his job, since individuals spend most of their time in the work place. In Persian encyclopedia job satisfaction means joyfulness and pleasing and it is interpreted as loving of necessary duties where the work is done and the reward is received. In general job satisfaction is important in success and it leads to efficiency of organization; job satisfaction and maximum efficacy (Gafuri, 1988).

2-1-Job Satisfaction

Job satisfaction is attitude, interest, talent and readiness to respond in optimal or inappropriate way or total attitude towards work place. We like and dislike a job and we could measure it by highly positive and highly negative feeling (Sahatchi, 2002).

2-1-1-Effective Factors in Job Satisfaction

An individual should be satisfied in his job in order to be successful. Thus it is necessary to consider that how job satisfaction is obtained. People have social needs in addition to physiologic needs and social satisfaction is as important as meeting physiologic needs. Job compatibility is obtained when social needs are met it can be referred to followings (ShoariNejad, 1991):

Money: every worker and employee should receive money for his work equal to other workers, but the worker shouldnot ignore his personality while money is a fundamental factor in life but personality is more important than money.

Security: occupational security means knowing continuity of work for years. The stuff need to healthy job.Occupational security is more important than money since all individuals like to have permanent job although the salary is low. Need to occupational security causes that some individual prefer governmental jobs.

Working appropriate conditions: people like to work in optimal environment and if the work place is pleasing and interesting the workers will be efficient.

Opportunity to progress: if the worker and employee be trusted that there is opportunity to progress he can promote and receive more salary by learning more skills and new situations.

Personal relations: people like to work with those individuals that like each other's. Everyone likes to have kind collogues and the mangers like them and pay attention to progress of his stuff.

Talent compatibility: people enjoy job that is proportionate with their physical and mental capabilities. In case that the job is proportionate for normal mental capability employing intelligent individual leads to weariness and fatigues and finally it causes to hate and in vice versa it leads to inability and job dissatisfaction.

Job delight: people enjoy their interested job and they are successful in their work place of course at first the individual accepts job that he is not interested but gradually and after learning skills and progress it is probable that persuade that job.

Skill: skill in job is effective in job satisfaction. Teachers are unsatisfied because of lack of skills and unfamiliarity with techniques of this job.

Fatigue: all people are bored after and its effects on person delicacy. So, it is necessary to consider fatigue and its effects. In addition work place conditions and characteristics are effective on employees. For example sever and less light causes to fatigue. Untidy room leads to dislike and reduces efficacy. Noise and mental works had unpleasant effect on mental activities and effectiveness (Shoarinejad, 1988).

2-2-Organization Commitment

Chatman and Early proposed three stages for organization commitment:

Acceptance: in this stage the individual accepts others influences since he obtains benefits like more salary.

Identity: this stage the individual accepts others influence since in order to have satisfied relationship. Commitment means continuity and attitude towards communication with organization since this relationship is attractive.

Internalization: the third stage is internalization. In this stage the person knows organization value as motivators and compatible with his values, in other words, organization and individual values are compatible with each other(quoted by Asgari,2011).

2-3-Life Style

Adler defined the individual specified style as life style. He used this concept as self, personality, individuality, unity of personality, shaping creativities, activities, manner of encounter with problems,individual opinion about life difficulties and total attitude towards life. He believed that life style is shaped in early years and it happens as social interaction (Adler, 1964).

2-3-1-Lifestyle Components(responsibility taking, sociability and attentive)

Responsibility taking evaluates acceptance of others guidance.Those who obtain high score in this scale usually have higher position in social group and dominated on others and they tend to direct others. Individuals with low scores prefer to have others besides them and take others responsibility (Bashiri, 2007). There is a close relationship between responsibly freedom and duty. So, it is important to specify the conditions that the individual is responsible. Responsibility, freedom and duty are related concepts since the individual is responsible in his relationships. An individual is responsible for his actions(Vinsdettir and Jonsson,2006). The results of Bramer and etal showed that each three aspects of comprehended organization social responsibility are significantly related to organization commitment. The results showed that organization social responsibility effects on organization commitment. These results effect on organization commitment. These results are important in promotion of relations observed in organization commitment, working promotion of relations observed in organization commitment, working stability and health and stuff performance. Allthese factors play an important role in implementation of CRS for organization commitment in implementation of CRS for organization commitment in job satisfaction(Bramer and et al,2007).

Socialization: this component evaluates individuals belonging to society. Those who obtain high score in this scale have more attitudes towards externalization and prefer group interaction while individual with low score attitude towards internalization and prefer individuals' interaction.

Conservativeness: This scale evaluates security and trust of individuals in interpersonal situations. Those with high score in this scale are doubtful about others and they misinterpret and in total they are pessimistic. Individuals with low scores trust others and accept them(bashiri,2007).

3. Research background

Mahmoudi(2008) in his research of efficacy of life style components on Iran central insurance occupational satisfaction concluded that there is a significant difference in scores of socialization, responsibility,encounter and need to confirmation and the difference in scores of representatives isnon-significant and as a results this component was not efficient in increasing job satisfaction.

Poladfar (2006) investigated the relationship between life style and Psychological disorders among Esfahan high schools teachers and showed that there is a significant reverse relationship between life style and psychological disorders. There is a significant relationship amount gender, level of studies and psychological disorder and this difference is significant among male teachers relative to female teachers. Also, the results showed that there is a significant difference in different aspects of life styles among men and women.

Hariri(2004) investigates the effect of gender and other population characteristics on job satisfaction among 73 librarians in Iran central libraries. The results showed that female librarians are less satisfied than male Liberians and job satisfaction is significantly different among Liberians based on age, studies, working records in library, type of employment, salary and occupation in management and other library affairs.

SarminahSamad(2011) investigate the effect of job satisfaction on organization commitment and job performance among 292 chief mangers and middle management personnel of production sector in Malaysia electronics and electricity and showed that there is a positive relationship between organization commitment and job performance. And also the results of analyses showed that job satisfaction (health and motivation factors) plays an adjusting role in organization commitment and job performance.

Gomez (2009) studied the relationship among commitment socialization responsibility, job satisfaction and role change among individual that teaching was their first occupation and individuals that teaching was the second occupation the results showed that there is significant correlation among six aspects of socialization styles and commitment.

Varsi and et al (2009) investigated the relationship among commitment and its detainments in sample involving 191 men and women selected randomly among Pakistan private sector stuff and found that there is significant and positive relationship between job satisfaction and commitment. Both motivation and job satisfaction are correlated significantly with commitment. Commitment affects significantly on commitment more than motivation.

Lung (2008) studied the relationship between commitment and job satisfaction as case study among 200 employees of zoology in Taiwan and found that commitment plays an important role in changing and working attitude and all variables except job satisfaction are contracted with work stress and also high satisfaction causes to less stress. Job satisfaction is different based on work experience, situation and martial statues. There was no significant difference among job satisfaction, gender and size of organization.

Yang(2008) in a research on effect of socialization of new members on commitment ,job satisfaction and attitude towards leaving job in hotel industry in 61international hotels in Taiwan found that organization socialization increases commitment and job satisfaction and reduces leaving job among hotel stuff.

Lee Huey Yiing and KamarulZaman Bin Ahmad (2008) investigated the effect of organization culture on relationship among leadership behavior, commitment and among commitment and job satisfaction and efficacy in university of Malaya in Malaysia and found that leadership behavior is related significantly to commitment and origination culture plays an important role in adjusting this relationship. It was found that organization behavior is related strongly to job satisfaction, but it is not related to stuff efficacy. Meanwhile supporting culture is effective on commitment and job satisfaction.

4. Hypotheses

1-There is a relationship between taking responsibility and job satisfaction among Marand schools principals.
2-There is a relationship between taking responsibility and commitment among Marand schools principals.
3-There is a relationship between socialization and job satisfaction among Marand schools principals.
4-There is a relationship between socialization and commitment among Marand schools principals.
5-There is a relationship between conservative and job satisfaction among Marand schools principals.
6-There is a relationship between conservative and commitment among Marand schools principals.
7-There is a relationship between lives styles components and job satisfaction among Marand schools principals.
8-There is a relationship between lives styles components and commitment among Marand schools principals.

5. METHODOLOGY

This research is descriptive and correlation and it is applied from goals view point.The statistical population involves all 160 female and male principals of Iran-Marand guidance and high schools in urban and rural areas.113 persons were selected by cluster random sampling method according to Morgantable. In order to collect the data three standard Field and Ouch Roth questionnaire of job satisfaction, Mavdi and Porter standard organization commitment questionnaire and author made life style components questionnaire were used. The scholars view point s was used for evaluation of validity of author made questionnaire and the reliability was obtained 0.79 by Cronbach alpha. SPSS software and descriptive and inferential statistical methods were employed for analysis of data.

6. ANALYSIS OF DATA

In order to analysis of data descriptive and inferential methods were employed so that percentage and frequency distribution were calculated for description of qualitative traits and in order to describe quantitative traits central indices and dispersion were calculated. In interferential statistics Pearson r test, linear regression and independent t-test were used after normalization of variables by using SmearnoveColomogroph. SPSS software was employed. It is necessary to mention that all hypotheses were range. The meaningfulness level of 0.05 was considered.
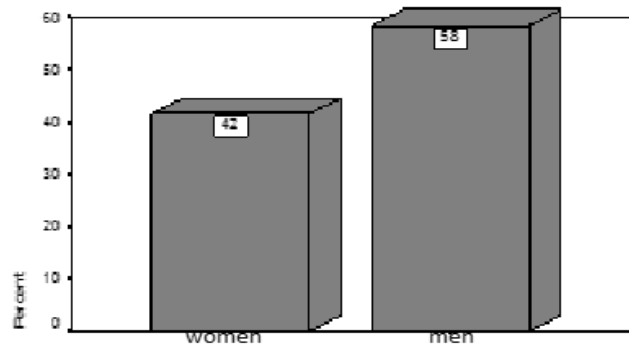
6-1-Descriptive Statistics
6-1-1-Stuided Case Mangers Gender Frequency Distribution
According to Table 1. 47(%41.6) female and 66 (%58.4) male principals were studied.

Table 1.Studied Case Principals' Gender Frequency Distribution

Variables	Items	Number	Percent of valid
Sex of principal	Woman	47	41.6
	Men	66	58.4
Total		113	100

Figure 1: Studied Case Principals Gender Frequency Distribution
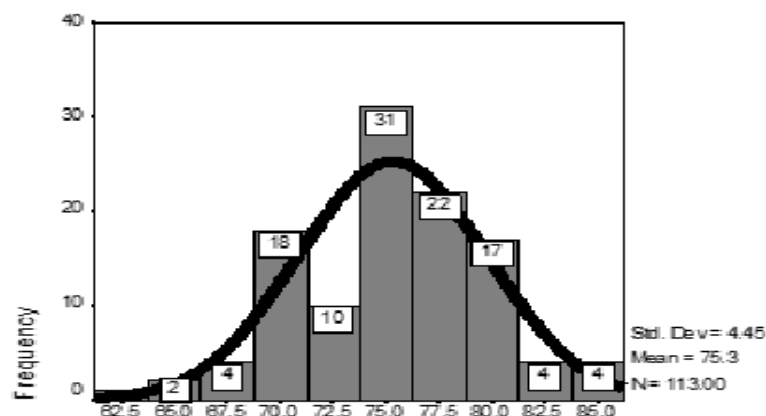

6-1-2-Principals' Life Style Components Dispersion Distribution

According to Table 2.the mean score of principals' life style components is 75.3 with standard devotion of 4.45 and coefficient of skewness of -0.2so that the lowest principals' life style score is 63 and the highest score is 84.Generallyprincipals' life style score is %75.

Table 2.Principals' Life Style Components Dispersion Distribution

Variables	N	mean	Std. deviation	Cof. of deviation	min	max	range	percent
Taking Responsibility	113	30.15	2.46	-0.44	23	35	12	8
Socialization	113	29.18	2.46	-0.46	22	35	13	83
Conservative	113	15.96	2.19	0.54	11	23	12	53
Life Styles Of Principal	113	75.3	4.45	-0.2	63	84	21	75

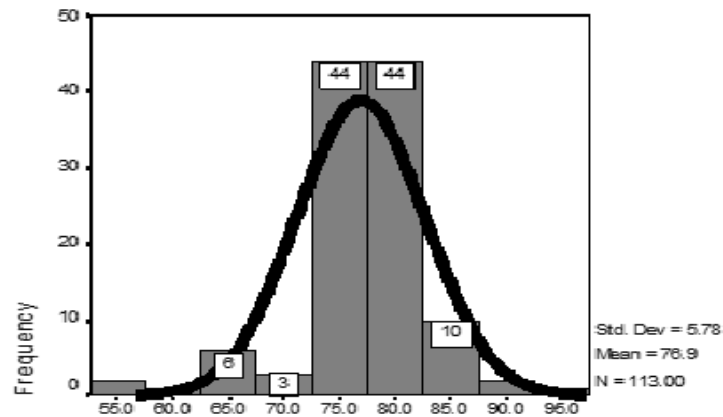Figure 2:Principals'life Style Components Dispersion Distribution

6-1-3- Principals' Job Satisfaction Dispersion Distribution

According to Table 3.the mean score ofprincipals' job satisfaction is 76.87 with standard devotion of 5.77 and coefficient of skewness of -1.16 so that the lowest principals' job satisfaction score is 54 and the highest score is 93.Generallyprincipals' job satisfactionscore is %81 and it is high.

Table 3.Principals' Job Satisfaction Dispersion Distribution

Variables	N	mean	Std. deviation	Cof. of deviation	min	max	range	percent
Jab Satisfaction of Principal	113	76/87	5/77	-1/16	54	93	39	**81**

Figure 3: Principals' Job Satisfaction Dispersion Distribution

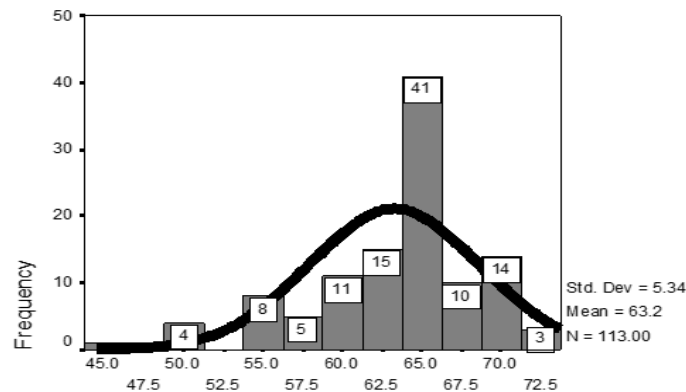### 6-1-4- Principals' Commitment Dispersion Distribution

According to Table 4.the mean score ofprincipals' commitmentis 63.24 with standard devotion of 5.33 and coefficient of skewness of -1.01 so that the lowest principals' commitment score is 46 and the highest score is 73.Generally principals' commitment score is %84 and it is high.

Table 4.Principals' Commitment Dispersion Distribution

Variables	N	mean	Std. deviation	Cof. of deviation	min	max	range	percent
commitment of principal	113	63.24	5.33	-1.01	46	73	27	**84**

Figure 4.Principals' Commitment Dispersion Distribution

6-2- Inferential Statistical Results

According to Table 5. there is a relationship between principals responsibly and job satisfaction.
There is a relationship between principals responsibly and commitment.
There is a relationship between principals' socialization and job satisfaction.
There is a relationship between principals' socialization and commitment.
There is a relationship between principals' conservativeness and job satisfaction. But there is not a relationship between principals' conservativeness and commitment.

Table 5: Correlation between Principals' Life Styles and Job Satisfaction Components

Variables	Taking responsibility	socialization	conservative
Jab Satisfaction of Principal	r = 0.55 p =0.000 n = 113	r = 0.39 p =0.000 n = 113	r = -0.23 p =0.01 n = 113
Commitment of Principal	r = 0.51 p =0.000 n = 113	r = 0.403 p =0.000 n = 113	r = -0.05 p = 0.57 n = 113

According to Table 6.and Pearson test the meaningfulness of life styles and job satisfaction variables is p=0.000 and it is less than 0.05 and r=0.41.Thus H0 is rejected and the research hypothesis is accepted. There is a direct and significant relationship between principals life styles and job satisfaction and R^2=0.17 according to linear regression. So Seventeen percent job satisfaction is predicted by principals' life styles. The meaningfulness of life styles and commitment variables is p=0.000 and it is less than 0.05 and r=0.48.Thus H0 is rejected and the research hypothesis is accepted. There is a direct and significant relationship between principals life styles and commitment and R^2=0.23 according to linear regression. So twenty three percentcommitment is predicted.

Table 6.Correlation between Principals' Life Styles and Commitment Components

Variables	Lifestyle
Jab Satisfaction of Principal	r = 0/41 p =0/000 n = 113
commitment of principal	r = 0/48 p =0/000 n = 113

7. DISCUSSION AND CONCLUSION

According to results of analysis of data there is a relationship between principals responsibly and commitment. And also there is a relationship between principals' socialization and job satisfaction. There is a relationship between principals' socialization and commitment. There is a relationship between principals' conservativeness and job satisfaction. But there is not a relationship between principals' conservativeness and commitment.

These results are in agreement with results of Mahmudi(2006), Bramer and et al (2007),Valid Zamani (2005), Marcinus (2006), Haris and et al (2007),Gomez(2007), Asgari(2010), Koteh(2008),Yung(2008), Gas(1993),Gorbanzadeh(2009),Alizadeh Agdam (2008) and Poladfar(2006).

The principals could provide situations in order to prove individual and organization goals by application of correct, intimate and friendly and trustful management styles, providing working optimal conditions, participation of stuff in decision-making, offering responsibility, providing stuff creativity opportunities, establishing human relations and interest and dependency on organization.

8. Propostions

8-1- Applied Props Ions

1-Holding different skills and styles learning in services courses in order to enhance job satisfaction and commitment and as a result increase stuff occupational performance

2-The organization could provide required energy and positive feelings by holding training courses for enhancement of motivation, positive attitudes and feelings towards social responsibilities in order to acceptance of different social responsibilities and activities in organization level.

3-The stuff is up dated by new methods and the stuff can aware different social responsibilities and rational analysis skills and thinking about different responsibilities.

8-2-Reserch Propositions

1- Future researchers could compare individuals' job satisfaction and commitment in organizations with hard structure with other organizations.

2- Theycould replace job satisfaction and commitment variables with other dependent variables and study different occupational scope.

3- Future researchers could consider other components for measuring job satisfaction and commitment in addition to life styles components.

4- They could empower accuracy of this research in other organizations.

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