

## **Job Satisfaction among Faculty Members of Babol University Of Medical Sciences**

**Kamran Nosrati (DMD)<sup>1</sup>, Yasaman Modanloo<sup>2</sup>**

<sup>1</sup>Assistant Professor, Department of Oral and Maxillofacial Surgery, Dental faculty, Babol university of Medical sciences, Babol, Mazandaran, Iran

<sup>2</sup>Department of Educational Management, Neka Branch, Islamic Azad University, Neka, Iran

---

### **ABSTRACT**

Job satisfaction is one of the important factors in the work progress of any organization. Considering the role of faculty members to educate scientific generation of the country, gave more needs to be considered to do their great duty more convenience. This study aimed to determine the level of job satisfaction among faculty members at Babol university of medical science going to be done this current year, use documented data in planning and promotion of faculty members satisfaction. The faculty members at Babol university of medical science, who are eligible for inclusion criteria, were selected. Questionnaire content prepared by using local and foreign articles and books; then revised by experts. In order to achieve descriptive purpose, buoys mean and standard deviation scores were calculated based on zero (0) to five (5). to match different areas scores and also the total obtained score, the ratio of given score to total score of questionnaire were calculated, and multiplied to 100; and scores were categorized based on percentile 25, 50, 75 and more than 75, as weak, medium, good and excellent satisfaction, respectively. finally, all data were analyzed by SPSS v. 17 statistical software and t-test, ANOVA statistical tests. Analyze of 116 faculty members working at Babol university of medical sciences, who wish to participate in this study, showed that 97 (%58/4) were men and 60 (%36/1) were women and also 9 (%5/4) person did not specify their gender, the evaluation of satisfaction percentage in 120 faculty members indicated that 4(%2/4), 30 (%18), 51 (%30/6), 35 (%21/3) persons have weak, Medium, good and excellent, respectively. Considering the findings on job satisfaction in comparison with other universities; it is concluded that shortcoming management is necessary to increase the job satisfaction

**KEYWORDS:** job satisfaction, faculty members, job motivations

---

### **1. INTRODUCTION**

Job satisfaction is an important factor in the advancement of an organization's affairs. Studies in this field indicate that from 1976 on more than 3000 studies have been performed on the job satisfaction. The results of studies also suggest that the higher job satisfaction the higher individuals' creativity and productivity. Besides the higher levels of job satisfaction will lead to the increased vocational motivation and the reduced absenteeism (1). Absenteeism in educational structures will cause the severest damages to the organization's life than other structures (2).

One of the features of a healthy organization is that the management is equally interested in the staff's physical and mental health as they are concerned with and productivity and efficiency (3). The most important fact in today's world is human resources (4). Maintaining employees' satisfaction and the prevention of their dissatisfaction is one of the management's efforts to preserve human resources (5).

Since faculty members of university are involved in the training of a scientific generation within the country, they should be paid more attention in order to perform their vital function with greater peace of mind. As a result, the central role of faculty members in the advancement of codified scientific programs at the national and international level and in the production of knowledge clearly points to the importance and sensitivity of satisfaction of this academic group with regard to working and development conditions. This issue can be examined through accountable and objective investigations.

The significance of the level of job satisfaction in policy making and the scientific position of academic centers is a taken for granted fact. The measurement of job satisfaction as a critical parameter in the assessment of the organizational motivation of employees or the human capital is in fact a driving force and a basic principle in the fulfillment of an organization's goals. This important issue has not been investigated yet in the Babol University of Medical Sciences.

The present study aims to determine the level of job satisfaction among the faculty members in the Babol University of Medical Sciences in the current academic year (2012-2013) in order to take some steps in the planning

---

\***Corresponding Author:** Kamran Nosrati (DMD), Assistant Professor, Department of Oral and Maxillofacial Surgery, Dental faculty, Babol University of Medical sciences, Babol, Mazandaran, Iran

and promotion of the faculty members' satisfaction and the improvement of the quality of education based on information documented through the study.

## MATERIALS AND METHODS

The Babol University of Medical Sciences faculty members were selected as they were found to have the inclusion criteria as participants into the present study. The faculty members were employed as official-tentative, official-definitive, K coefficient, and contractual by the university. Contractual teachers and assistants were not included in the study. The sample under study was selected through census of all faculty members who wished to participate in the study. A researcher-made questionnaire on salary, compensation, the quality of supervision and communication, job security, the quality of work, and the physical conditions of workplace was used to collect the data. The content of the questionnaire was revised using national and international books and articles and surveying the experts in the field. The first part of the questionnaire addressed the demographic data of the faculty members and the second part consisted of 45 items. The first five items dealt with salary and compensation, six items addressed promotion opportunities, fourteen items were related to the supervision and communication, seven items were on job security, seven items asked for physical conditions and workplace, and six items were about the working conditions.

A five-point Likert scale was employed (the zero value indicated the full satisfaction and a value of five showed dissatisfaction). The questionnaire was distributed and collected among the faculty member of colleges of Medicine, Dentistry, Nursing, Gynecology, Paramedics and medical centers affiliated to the Babol University by a project manager. Descriptive statistics such as mean and standard deviation were determined for the scores assigned to each item based on the five point scale. In order to normalize the scores obtained for the different domains and the total score; the score obtained for each domain was divided by the total score and the ratio obtained was multiplied by 100. The resultant scores were ranked as percentiles of 25, 50, 75, and over 75, respectively as poor, average, good, and excellent level of job satisfaction. Finally, the collected data were analyzed by SPSS17 Statistical Software through t-test and ANOVA.

## RESULTS

A number of 166 faculty members of Babol University of Medical Sciences were selected as the sample under study; of which 97 persons (58.4%) were male and 60 persons (36.1%) were female. Besides, 9 persons (5.4%) did not specify their gender. Among the participants, 18 persons (10.8%) had an MA and Professional Doctorate, 40 persons (24.1%) had PhD, 85 persons (51.2%) were specialists, 19 (4/11%) were Medicine and Higher Medicine. In addition, 4 persons (2.4%) did not specify their degree.

Concerning the academic ranks of the participants, 21 persons (12.7%) were instructors, 129 persons (77.7%) were assistant professors and 9 persons (5.4%) were associate professors, and 7 persons (4.2%) did not mention their ranking.

Of 166 faculty members who participated in the study, 80 persons (48.2%) were also working in private centers, 82 persons (49.4%) were only teaching at university, and 4 persons (2.4%) left this question unanswered.

Besides, 78 faculty members (47%) were serving in the School of Medicine, 43 persons (25.9%) were from the School of Dentistry, 4 persons (2.4%) belong to the School of Nursing and Gynecology, 40 (24.1%) were from the School of Paramedics, 1 person (0.6%) did not specify his/her workplace.

The mean of participants' age was  $41 \pm 7$  years old and the means of their working experience and their teaching credits were  $11 \pm 7$  years and  $5 \pm 9$  credits per semester, respectively. The means and standard deviations for different aspects of job satisfaction among the faculty members of the Babol University of Medical Sciences are shown in Table (3-1):

The means and standard deviations were determined for only those participants who answered all of the questions provided by the questionnaire.

**Table 3.1: Means and standard deviations for different aspects of job satisfaction**

Aspects of job Satisfaction	Frequency	Means	SD
Salary	158	62.2	1.07
Promotion opportunities	159	2.56	1.16
Communications and Supervision	137	3.16	1.07
Job security	155	3.0	1.28
Physical conditions of workplace	162	2.71	1.09
Work quality	155	3.99	0.79
Overall Satisfaction	120	3.04	0.90
Satisfaction percentage	120	60.82	18.19

It should be noted that 46 persons (27.7%) were missed during the normalization process to examine the level of job satisfaction out of 100.

The results of analyzing the level of job satisfaction based on the faculty members' gender have been shown in Table 2.3. It was found that the participants' gender does not affect their level of job satisfaction ( $P > 0.05$ ).

**Table 3.2: Participants' level of job satisfaction and their gender**

Aspects of job Satisfaction	Frequency	Gender	Means	SD
Salary	Men	97	2/62	1/13
	Woman	53	2/60	0/99
Promotion opportunities	Men	93	2/70	1/20
	Woman	58	2/35	1/12
Communications and Supervision	Men	83	3/17	1/08
	Woman	46	3/18	1/15
Job security	Men	92	2/98	1/30
	Woman	54	3/15	1/33
Physical conditions of workplace	Men	96	2/71	1/15
	Woman	60	2/68	1/05
Work quality	Men	94	3/95	0/81
	Woman	54	4/06	0/78
Overall Satisfaction	Men	75	3/01	0/92
	Woman	41	3/06	0/93
Satisfaction percentage	Men	75	60/24	18/47
	Woman	41	60/38	18/72

The means and standard deviations for the faculty members' job satisfaction in terms of having or not having a private job from different aspects is shown in Table 3.3. The results of this comparison showed that there is a significant difference in the means of job satisfaction between the participants who were working in the private centers and those who were only teaching at university ( $P < 0.05$ ).

**Table 3.3: Participants' level of job satisfaction in terms of having or not having a private job**

Aspects of job Satisfaction	private job	Gender	Means	SD
Salary	Yes	78	2/60	0/99
	No	76	2/61	1/15
Promotion opportunities	Yes	76	2/32	1/08
	No	79	2/75	1/21
Communications and Supervision	Yes	64	3/04	1/17
	No	70	3/25	0/97
Job security	Yes	74	2/78	1/33
	No	78	3/30	1/17
Physical conditions of workplace	Yes	79	2/37	1/03
	No	79	2/99	1/06
Work quality	Yes	73	3/84	0/83
	No	78	4/12	0/73
Overall Satisfaction	Yes	55	2/83	0/89
	No	62	3/20	0/89
Satisfaction percentage	Yes	55	56/63	17/88
	No	62	64/02	17/97

The means and standard deviations for the faculty members' job satisfaction in terms their academic ranks is shown in Table 3.4. As shown in the table, the participants' academic rank did not significantly affect their level of job satisfaction ( $P > 0.05$ ).

**Table 3.4: Participants' level of job satisfaction in terms of their academic ranks**

Academic Rank		Means	SD
Instructor	Overall satisfaction	3/47	0/75
	Satisfaction percentage	69/43	15/03
Assistant professor	Overall satisfaction	3/00	0/89
	Satisfaction percentage	60/16	17/86
Associate professor	Overall satisfaction	3/12	1/15
	Satisfaction percentage	62/44	23/01

## DISCUSSION

The results of the present study showed that 4 persons (2.4% of the faculty members of the Babol University of Medical Sciences) had a low level of job satisfaction, 30 persons (18%) had a medium level of job satisfaction, 51 persons (30.6%) were with a good level of job satisfaction, and 35 persons (21.3%) had a high level of job satisfaction.

The average percentage of job satisfaction among all participants under study was  $60.83 \pm 18.19$  which was at the medium-high level.

An analysis of various aspects of the job satisfaction indicated that the highest level of satisfaction among faculty member of Babol University of Medical Sciences was related to the quality of work with a mean of  $3.99 \pm 0.79$ , while the lowest level of satisfaction among the participants was associated with promotion opportunities, averaging  $2.56 \pm 1.16$ .

Since the score of 0 was assigned to the participants' dissatisfaction and a score of 5 was given to the full satisfaction, the overall satisfaction among the faculty members under study was  $3.04 \pm 0.90$ ; indicating that majority of the participants in this study had an average to good level of job satisfaction.

The significance of the level of job satisfaction in policy making and the scientific position of academic centers is a taken for granted fact. The measurement of job satisfaction as a critical parameter in the assessment of the organizational motivation of employees or the human capital is in fact a driving force and a basic principle in the fulfillment of an organization's goals (5).

Monjamed et al., (8) observed that the overall job satisfaction of nurses was at a moderate level and the majority of the working units under study had not enough facilities in the workplace. Similar results were almost found in the present study and the only difference was that the level of job satisfaction for the participants in the present study was found to be at high a level, which can be caused by many reasons. The main reason for why the participants in the study performed by Monjamed et al., had a low level of job satisfaction is that the participants were not satisfied with their job security and salary and compensations they received. However, in the present study the participants had a medium to good level of job satisfaction concerning job security and salary and compensations.

Tiemori et al., (9) suggested that the faculty member had a good level of satisfaction for the quality of their work, a relatively optimal level of satisfaction regarding supervision, job security, salary and compensation, and a low level of satisfaction for the promotion opportunities and physical conditions of their workplace. Likewise, the present study come across with the findings similar to those observed by Tiemori et al. Castillo et al., (10) found that the male faculty members had more satisfaction than female teachers. However, Karimi et al. (11) observed that female faculty members gained higher satisfaction than their male counterparts.

The results of a study conducted by Meshkati et al (11) suggested that there was a statistically significant relationship between faculty members' gender, organizational position, level of education, marital status, employment status, and job satisfaction. Shakerian et al., (13) suggested that the level of job satisfaction varied for male and female faculty members and female faculty members were more satisfied with their jobs than men. In other words, there was not a significant level of job satisfaction among male faculty members. On the other hand, there was a significant relationship between work experience and the money paid to faculty members with job satisfaction. But there was no significant relationship between marital status, education level, salary, employment status, place of employment, previous work experience, having administrative responsibility, and job satisfaction among faculty members of university.

The results of the present study indicated that job satisfaction was not significantly associated with gender, aboriginality, academic ranks, and employment status of the faculty members of the Babol University of Medical Sciences. On the other hand, having or not having a private job had was significantly related to the faculty members' satisfaction and those who were only teaching at the university were more satisfied with their jobs than those who were working in private sectors. The implication of this finding is that the organization should create more favorable conditions and higher job satisfaction for those faculty members who are working in the private sector beside their academic work. For instance, the creation of better conditions for academic promotion of the faculty members and the provision of suitable working condition in the workplace, and the improvement of the quality of supervision and communication may be helpful in creasing the faculty members' job satisfaction.

## CONCLUSIONS

According to the findings of the present study, the faculty members of the Babol University of Medical Sciences had approximately an equal level of job satisfaction as with those in other universities. Furthermore, to

increase the level of job satisfaction, the organization should manage and pay attention to the faculty members' needs.

### **Acknowledgement**

Hereby we extend our sincere gratitude to all respected faculty members who helped us in conducting this study.

### **REFERENCES**

- 1- Donohue SM, Heywood J. Job satisfaction and gender: An expanded satisfaction from the NLSY. *International journal of Manpower* 2004; 25(2):211-220.
- 2- Sullivan S, Bhagat RS. Organizational stress, job satisfaction and job performance. *Journal of management* 1992;18(2):353-374.
- 3- Saatchi M. The scholastic evaluation of both in home, school and office. 1 Ed , 1374;2: 5-51.
- 4- Bazzaz J . Education of men is necessary way in office. *J of management* 1373;(1):16-276.
- 5- Farhadian M. Evaluation of work physically and rate of job satisfaction in nurses population in ICU worker at the educational hospitals of Tehran university. *J Tehran Medical science* 1375;3(1):64-9.
- 6- Ma CC, Samuels ME, Alexander JW. Factors that influence nurses' job satisfaction. *J Nurs Adm* 2003;33(5):293-9.
- 7- AsleSoleymani H, Saei F, Sedaghat M, Meshkani Z. Job satisfaction and its related factors among Tehran university medical school faculty member. *TUMJ* 2007;65(1):59-63.
- 8- Monjamed Z. Ghorbani T, et al. Evaluation of job satisfaction rate in the nurses . 1383;1(23):39-40.
- 9- Teymoorian M., Tootoonchi M, et al .Job satisfaction of faculty member in Esfahan medical science university. *J Education in medical science* 1386;7(2):227-236.
- 10- Jaime X, Castillo, Jaime Cano. Factors explaining job satisfaction among faculty. *Journal of Agricultural Education* 2004;45(3):65-70.
- 11- Karimi S. Study of job satisfaction in faculty member of Ali Sina university. *J Tehran Medical science* 1387;6(23):89-104.
- 12- Meshkati Z, Saei F, et al. Study of job satisfaction in faculty member of medicine school of Tehran medical science university. *J Tehran Medical science* 1386;65(1):59-63.
- 13- Shakerian A. Study and evaluation of job satisfaction rate in faculty member of Sanandaj university. *J Ejtema Med* 1387;3(4):69-75.