Study of the Relationship between Motivational Factors of Job Satisfaction, Organizational Commitment: Consultants Government Girls High School, Isfahan City (2012-13)

Zohreh Jahandoost[1]

Dr. Farzaneh Niknejadi[2]

Dr. Mohammad Reza Iravani[3]

Abstract

This paper reviews the relationship between job satisfaction and organizational commitment motivational factor Consultants Government Girls High School in Isfahan, The correlation study of the population of all public consultation girls' high school in Isfahan City2012-13. All samples were selected as the population size, Job satisfaction plays an important role on having sustainable growth in any business units. When an unsatisfied employee leaves, the business unit not only loses an employee but also it loses an intangible asset. Therefore, it is necessary to evaluate overall job satisfaction occasionally and provide some guidelines for improving work conditions .In this study , two questionnaires Dunnett job satisfaction and organizational commitment questionnaire Porter is used as a measuring tool . Data from the questionnaires were analyzed using SPSS-18 software and statistical methods such as mean and standard deviation are used. The inferential level of correlation and multiple regression method was used. The results of this study suggest that motivational factors and job satisfaction, organizational commitment, there are consultant's city public high schools. The sum of the coefficients are standardized betas were significant factors motivating factor in the amount of 0.205 significant impact on organizational commitment has been to explain and predict changes.

Keywords: Job satisfaction, motivation factors, organizational commitment

Introduction

Every organization needs various resources to achieve their goals, without a doubt, the most important resource of any organization personnel in the organization. The efficiency of any organization largely depends on the correct application of force. As companies and organizations grow older, therefore this force is also added to the problems. If the force of motivation, commitment and satisfaction is high, the ability and professional aptitude in the organization will work.

People bring their physical and spiritual capabilities. Most of them try to make difference between their life and others. Work can be considered as a tool for achieving personal goals.

[1] MS student of Counseling, Counseling Department, Islamic Azad University of Khomeinishahr, Khomeinishahr Branch, Daneshjou Blvd, Iran

[2] Assistant Professor, Counseling Department, Islamic Azad University of Khomeinishahr, Khomeinishahr Branch, Daneshjou Blvd, Iran

[3] Assistant Professor, Department of Social work, Islamic Azad University of Khomeinishahr, Khomeinishahr Branch, Daneshjou Blvd, Iran

When employees' expectations be met by their job, they finding good feeling about their job. The positive feeling illustrates job satisfaction. Therefore it can be claim job satisfaction is one of factors of life satisfaction (Green, 2000).

Such as satisfaction, commitment, two different attitudes are close together, which is an important behavior such as mobility and the absence of influence. Managers must make employee commitment to the organization to maintain, and it should be able to use employee involvement in decision-making and provide an acceptable level of job security, for their commitment to further. (Morhed & Greefine, 2005, translated Alvani and Memarzade, 2005).

Gil et al. (2008) studied the roles of service encounters and value, and job satisfaction in achieving customer satisfaction in business relationships. They argued that job satisfaction of service employees is one of the most important components of customer evaluation of service result and claimed little in-depth research into the nature of B2B relations. They developed some hypotheses, which established the mediator impact of service value and the moderator influence of job satisfaction of service employees when customer satisfaction is delimited. They concluded that service encounter directly and substantially impacts perceived service value.

Components of spiritual intelligence as well as the proposed option are in effect. People with higher spiritual intelligence, self-esteem, hope, and peace, and enjoy their work as a vocation and not a job to be as a result, the organization more than they know themselves, and to improve organizational performance.(Gorman,2005) Between organizations, departments of education are important. Because the whole purpose of this organization is the human factor. Among the most important management practices, is, according to the organization, motivation, job satisfaction, skills, and organizational commitment.(Toosi,2008)

Importance and necessity to study

Nowadays, due to continuous changes and transformations that are faced by organizations, scholars have concluded that knowledge management, human resource is the most important factor in achieving competitive advantage in organizations. One of the important topics in the field of organizational commitment, which, it is said that the definition of an attitude about loyalty and employee commitment to the organization and is an ongoing process through which interested members of the organization and continuous improvement in the show.

Given that high job satisfaction lead to better compliance and a more targeted environment, the pressures of working life and can better tolerate. Also it uses to solve problems and work life. Therefore leads to greater organizational commitment him, Therefore, given the importance of job satisfaction, organizational commitment, consultants, and research on the relationship between job satisfaction and organizational commitment to engage consultants. This study attempts to understand the relationship between organizational commitment and job satisfaction among advisors is the city schools.

Object of research

The purpose of this research is to identify the relationship between Knowledge of motivational factors (internal factors), job satisfaction, organizational commitment in Consultants of Isfahan City public high schools for girls.

The research hypothesis

There is a relationship between motivational factors (internal factors), job satisfaction and organizational commitment of Government Girls High School Counselors of Isfahan.

Organizational Commitment

Is the sense of responsibility and passion towards work, with positive emotional desire, in order to respect the rights of others.(Sedaghat,2004)

Job Satisfaction

Job satisfaction in the workplace lead to innovation, creativity in business, increase service, reduce employee turnover, increase mental and physical health of employees is followed by an increase. Job satisfaction, life satisfaction is a part of, the work environment, impacts on human emotions at work likewise; because the job is a major part of life in the job satisfaction overall satisfaction in life is through (Saatchi, 2003).

Delfgaauw (2007) investigated that workers' satisfaction with various job domains not only affects whether but also where workers look for another job based on a survey data of public sector employees in the Netherlands. They explained that workers attempt to quit their jobs when they feel uncomfortable with an organization-specific job domain, e.g. management. On the contrary, when workers are dissatisfied with a job domain, which differs significantly across jobs within an organization, they normally considered for another position in their current organization. He reported dissatisfaction with job domains normally involves with an industry-specific component, such as job duties, drives workers out of their industry.

There also is a component of spiritual intelligence, as an alternative influence in among. People with higher spiritual intelligence, self-esteem, hope, and peace, and enjoy their work as a vocation and not a job to be as a result, the organization more than they know themselves, and to improve organizational performance.(Gorman,2005)

Job satisfaction among all concepts of organizational behavior experts, management and organizational psychologists Industrial and organizational situations, various studies have been.

Job satisfaction is an important field of research. So numerous and sometimes conflicting views and concepts about the system loads and is developed.(Hooman,2-9:2002)

Job satisfaction is the pleasure of feeling towards work and its accessories, so the odd flourish of activity and pleasure, will be considered.(Nayeli,2002).

Burrell et al. (1997) presented equal job opportunities for women employees in the hospitalityindustry by comparing data different countries of France, Italy, Spain and the UK.

Some researchers believe that job satisfaction is the act of integration among employees' needs and their professional values. In another definition job satisfaction is defined as a improvement and stability in job in terms of environment and personality standardization (Moghimi, 2003).

The most important factor to achieve optimum efficiency or impede corporate human resources, Organizations or individuals in need of efficient, high-effort, healthy, enthusiastic and creative, as well as human need to be nourished.(Saatchi,1,2004)

Researchers believe that many aspects of work, such as professional efficiency, productivity, absenteeism from work, dropout's rates and job change, job satisfaction affected.(Baron,1986 and Magradi,2005)

Between attitudes toward their jobs and their job performance are related, one of the most important aspects of this attitude is job satisfaction.(Siggins,1992)

Organizational Commitment

Efficiency, effectiveness and improved performance of an organization is one of the most important goals of any organization is trying to strengthen these outcomes through a variety of. Before investing in any field as much as possible to ensure effective it may be found. So to improve performance and achieve the relevant factors identified amplifier. After identifying and reviewing the steps taken to strengthen them, One of the factors "organizational commitments" in the 1970s, the vast bulk of the discussion is devoted to the management of the West.(Ranjbarian,2001).

Winter Hager et al.(2006) presented a micro-econometric evaluation of an innovative voucher scheme in Germany. They explained that job placement vouchers could be stated as a way to spur competition between public and private job placement activities. The German government launched this tool to end the public placement monopoly and to subsidize its private competitors. They examined very rich administrative data from the federal employment agency and used propensity score matching.

The relationship between organizational commitment and job satisfaction

Research shows that a fairly good correlation between job satisfaction and organizational commitment there. Part of the correlation may be related to the fact that employees positively to job satisfaction and organizational commitment as a response measure in a positive way, they will react or employees may have wanted to avoid dissonance. Therefore, staff convinces their current job satisfaction and a sense of loyalty towards the organization, are graduates of this dissonance.(Feghhi Farahmand,2003)

Job satisfaction can be increased by creating a system of performance appraisal, reward systems and incentive to create. "Porter" and his commitment to the values of acceptance and involvement in the organization define and measurements that include motivation, desire to continue working and accepting values as an organization.

There are many people, who have the commitment, goals and organizational valuesat the upper limit accepted, Earnest desire and effort to accomplish organizational goals and continue to remain very interested in the organization (Alen and Mier, 1993) Organizational commitment and effort and performance are linked. The greater the commitment of employees to their ganization, their efforts to do more and to do better person because it stays in the organization as to the organization cost.(Ghamari,2009).

Chen (2008) studied job satisfaction among the people who work in information system (IS) sectors. They investigated relationships between achievement motivation and job characteristics on job satisfaction among IS employees. Their results disclosed that the dimensions of the achievement motivation of IS personnel were perseverance, competition and difficulty control and in terms of job characteristics, task identity, professionalism, feedback, autonomy and significance were important. Job characteristics can influence the job satisfaction of IS employee and job characteristics and job satisfaction are correlated, positively. They reported that jobs with the features of feedback, professionalism and autonomy could easily elevate the job satisfaction among IS personnel.

Background of the research

Sadeghian, Abedi and Baghban(2010) In their study examining the relationship between self-esteem as organizational commitment and job satisfaction of staff education found between self-esteem and organizational commitment and job satisfaction of employees in education Gifted Education Lower, there is a significant relationship.

Self-organization as well as between organizational commitment and job satisfaction indicators (The nature of jobs, quality of supervision, relationships with colleagues, opportunities for promotion, pay and conditions) With regard to gender relations, there is significant only in relation to opportunities for promotion, and the payment has not been demonstrated.

Judge et al. (2010) performed a comprehensive study to measure the relationship between job pay and job satisfaction. Surprisingly, they reported that pay level is only marginally associated with job satisfaction.

"Palmor (2002) in a longitudinal study to examine the organizational commitment and job satisfaction of employees in organizations in the United States today life, Results showed a significant relationship between organizational commitment and job satisfaction; there are two predictors of lifetime mental health effects.(Arizi,2010)

Method of Research

The research method is descriptive and correlational. The advantage of this correlation is that it can be used in normal situations and use this kind of application also makes possible random samples. This is also used for statistical inference about the wider community and to generalize to real-life situations and makes it possible to increase the external validity of study.(Hooman,2005)

Statistical Society

The population of this study, all counselors in public high schools is a city girl who worked in the school year 2012-2013.

Sample and sampling method

In this research, given that the number of counselors in public high schools for girls is 388 people, all individuals were selected as sample.

Measuring instruments

Job Satisfaction Questionnaire

Job Satisfaction Questionnaire Dunnett and colleagues in 1966 has been prepared based on Herzberg two factor theory.(Robinson,1969)

The questionnaire contained 36 questions about motivational factors include the1-17 phrases and expressions 18 and 36 are related to health.

Organizational Commitment Questionnaire

Organizational Commitment Questionnaire Moody, Astyrez and Porter (1979) has been prepared. The questionnaire contains 15 questions and a Likert item has 5 range, which is comprised of three dimensions: continuance commitment, affective commitment, and task commitment (normative). Grade 1 and Grade 5 most agree shows little agreement. This questionnaire has been validated by the owner in 2008 in Iran. In this study, Cronbach's alpha reliability of this questionnaire, 0.93 was found to have high reliability. To ensure validity, using validated questionnaires were used for the professors.

Analysis method and statistical analysis

To test this hypothesis Kalmogrof-Smirnov was used. The results of these test research hypotheses are presented in the following table.

Table 1: Results Kalmogrof-Smirnov normality assumption of the distribution of component scores

Kalmogrof-Smirnov Normal distribution of scores		
Statistics	Degrees of freedom	Significant
Motivational factors (internal factors) 0.151	388	0.062
Job Satisfaction		
Organizational Commitment 0.093	388	0.071

As can be seen in the table above, the null hypothesis of normal distribution of scores for the group of variables may be approved. The assumption of normal distribution of scores was confirmed. Due to the number of forty samples and questionnaires used to measure the distance of the parametric test can be used, considering the need to adhere to the entire community, not default.

Table 2: The coefficients of the remaining variables in the stepwise regression equation

Independent items	Raw coefficients		Standardized coefficient	t	Sig
B Std.Error	Beta				
Constant value	30.991	4.235	---	7.318	0.000
Motivational factors	0.114	0.020	0.201	5.561	0.000

In total, according to data from the table above due to the significant coefficients are standardized betas motivational factor with a value of β=0.201, Significant impact on organizational commitment has been to explain and predict changes and one factor motivating factors were predictive of organizational commitment. Motivational factor to predict 30.991 is an organizational commitment. Due to non-standard values, we have:

(Motivational factor) 0.114 + 30.991=(Organizational commitment) Criterion: formulation

The research hypothesis

Motivational factors (internal factors) with high school counselors in the state of organizational commitment are related.

Table 3: Correlations between motivational factors (internal factors), organizational commitment Advisors

Research variables	Number	The correlation coefficient	Significantly	Subscribe to the percentage of
Motivational factors (internal factors), Organizational commitment	388	0.438	0.001**	19.18

The above table shows that the correlation coefficient between motivational factors (internal factors), organizational commitment Consultants 0.438 respectively. This rate is statistically significant (p<0.01). So my hypothesis in (0.10) is confirmed, and this is the result of motivational factors (internal factors) there is a significant relationship between organizational commitment consultants. The above equation shows that with 99% confidence we can say, 18.19% of the variance in organizational commitment is attributable to the factors motivating factors (internal factors) .Given the positive correlation can be said for increasing the motivational factors (internal factors), organizational commitment will increase.

Discussion and conclusions

Correlations between motivational factors (internal factors), organizational commitment Consultants 0.438, This rate is statistically significant (p<0.01). So my hypothesis in (0.01) is confirmed to be the result of motivational factors (internal factors) there is a significant relationship between organizational commitment consultants. The above equation shows that with 99% confidence we can say, 18.19% of the variance in organizational commitment due to factors motivating factors (internal factors) .Given the positive correlation can be said for increasing the motivational factors (internal factors), organizational commitment will increase.

Suggestions

It is suggested spiritual intelligence in the normal or standard programs and courses in universities or schools, in-service training of counselors to be entered.

Recommended the formulation of overall corporate strategy, external factors to be considered in job satisfaction

Due to the cooperation relationship between motivational factors and job satisfaction, managers can strengthen that aspect of spiritual intelligence is a positive relationship with organizational commitment towards strengthening organizational commitment and hope.

Based on research findings, employing people who are in positions of high spiritual intelligence organizations conduct which requires organizational commitment is highly recommended.
Given the conditions and factors that enhance job satisfaction and organizational commitment, performance and productivity consultants and ultimately, many of whom are in school.

The results of this study can be used by officers and directors and consultants, teachers, schools and other organizations to be used in order to increase organizational commitment.

An academic adviser (academic guidance, or guiding behavior - mental) if that will successfully complete all training factors, including the director, deputy director, teacher and student, with her parents, have the necessary cooperation and the final steps are to student success. We will try to provide the conditions in schools and enough knowledge to be given to all factors.

References

Allen,N.J&Meyer.J.P.(1993). "TheMeasurment and antecedents of affe continuance and normative commitment prentice"-Hall.p.63-69.

Arizi,H(2010) Organizational commitment, job involvement and role conflict between male and female teachers in the province. Journal doctrine; Isfahan: Isfahan Teachers Research Center Publication Year II, No. 10.

Brown, F. W., Bryant, S. E. & Reilly, M. D. (2006). Does emotional intelligence–as measured by the EQI–influence transformational leadership and/or desirable outcomes? Leadership&Organization Development Journal, 27(5), 330-351.

Burd, B .(2003). "Work Values of Academic Librarians: Exploring the Relationship between Values, Job Satisfaction, Commitment and Intent to Leave". Conference Proceedings of the 11th CRL National Conference held in Charlotte, North Carolina. Conducted by ACRLApril 10–13, 2003.

Burg, V, Gall, M. and Gall, C.(2005), Qualitative and Quantitative Research Methods in Education and Psychology, translated by Ahmad Reza Nasr Esfehani, Hamid Reza Arizi, Volume I, Tehran,ShahidBeheshti University Press.

Burrell, J., Manfredi, S., Rollin, H., Price, L., & Stead, L. (1997). Equal opportunities for women..

Chen, L.H. (2008). Job satisfaction among information system (IS) personnel. Computers inHumanBehavior, 24(1), 105-118.

Chi, C.F. (1999). A study on job placement for handicapped workers using job analysis data.International Journal of Industrial Ergonomics, 24(3), 337-351.

Delfgaauw, J. (2007).The effect of job satisfaction on job search: Not just whether, but alsowhere.Labour Economics, 14(3), 299-317.

Ghamari,M(2009) The relationship between emotional intelligence and organizational commitment Region 2 Islamic Azad University. Journal of Educational Leadership and Management, Islamic Azad University, of Garmsaar, Year III.

Gil, I., Berenguer, G., &Cervera, A. (2008). The roles of service encounters, service value, andjobsatisfaction in achieving customer satisfaction in business relationships. Industrial MarketingManagement, 37(8), 921-939.

Green, J. (2000). Job satisfaction of community college chairpersons (Doctoral dissertation, Virginia Polytechnic Institute and State University, 2000). Electronic Theses & Dissertations Online, URN Number etd-12072000-1309.

HoomanHeidarAli (2002) Preparation of standard to measure job satisfaction, Public Administration Training Center, First Edition.

Hooman,H(2005) Understanding of the scientific method in the behavioral sciences. Third edition, Tehran: Parsa test.

Judge, T.A., Piccolo, R.F., Podsakoff, N.P., Shaw, J.C., & Rich, B.L. (2010). The relationshipbetween pay and job satisfaction: A meta-analysis of the literature. Journal of VocationalBehavior, 77(2), 157-167.

Kriesi, I., Buchmann, M., Sacchi, S. (2010). Variation in job opportunities for men and women intheSwiss labor market 1962–1989. Research in Social Stratification and Mobility, 28(3), 309-323.

Moghimi, M., (2003), organization and management: research approach, Termeh publication, 3rd edition. European Journal of Social Sciences – Volume 19, Number 4, PP: 507- 515. Nayeli,A(2002) Motivation in organizations. Printing, Ahwaz;ShahidChamran University Press.

Noor, S., Arif, S.,(2011), Achieving Job Satisfaction VIA Workplace Spirituality: Pakistani Doctors in Focus.

Ranjbarian,B(2001) Organizational commitment. Journal of Administrative Sciences and Economics University, Year tenth, No. 1 and 2. Saatchi,M(2003) Productivity psychology. Ninth edition, Tehran: Publication editing.

Saatchi,Mahmoud(2004) Work Psychology (applied psychology at work, organization and management), Institute Publication Edition, Second Edition, Fifth Edition.

Sadeghian,F;Abedi,M and Bagheban,A(2010) The relationship between self-esteem and organizational commitment and job satisfaction on employee education. Journal of occupational and organizational, Volume II.

Sapington, A.(2010) Mental health. Translated by Hamid Reza Hussein ShahiBaravati, first edition, Tehran: Ravan Publication.

Shahamiri, Tayebeh, Namdari, Raheleh, (2013), The Study of the Relation between Teacher Personality Type and Job Satisfaction (A Case study of School Teachers in Bushehr Province), Journal of Basic and applied scientific research, Vol. 3, No. 1, PP: 704-708.

Siggins, J. A. (1992). Job satisfaction and performance in a changing environment. Library Trends,41(2), 299-315.

Tamiltson, P.; Jankinz, M.(2000) The role of organizational commitment, job satisfaction and employee turnover prevention. Recently in the Journal of Management. Pp. 31-73. Toosi,M(2008) Management and employee involvement. Second edition, Tehran: State Management Training Center.