



Study of the Relationship between Job Satisfaction and Organizational Commitment Consultant Public Health Girl's High School in Isfahan of Iran During 2012-2013

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ABSTRACT: This study examined the relationship between organizational commitment and job satisfaction with the health-related factors, health consultants, all correlations of high school girls in city government consultant 2012-13, all samples were size of the population. Data from the questionnaires using the software SPSS and used statistical methods such as mean and standard deviation were examined. Inferential level of correlation and multiple regression method was used. The results of this study suggest that motivational factors and health, job satisfaction and organizational commitment of public high school counselors in the city there. Standardized beta coefficients were all significant safety factor of 0.329 significant impacts on organizational commitment has been to explain and predict changes.

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INTRODUCTION

Organizations, humanitarian organizations that work toward specific goals to be accomplished, However, in today's dynamic world, organizations are faced with new technologies, But man does not need humans to be planned and managed. The main source organization should be run, to nurture, grow facilities and amenities to provide him and his family (Seyedjavadin, 2003).

Job satisfaction refers broadly to the degree to which employees enjoy their job and is determined based self-reported information. So job satisfaction can be considered as a vital factor in increasing an organization's competitive advantage. Against the background we have witnessed an enhanced interest of economists in subjective aspects of wellbeing at work (Heidari et al., 2012).

Definitely all organizations pursue the methods to enhance their employees' motivation which improve their performance and increase commitment. One of these methods is "job satisfaction". If employees' job satisfaction increases, both employees and organization will attain their goals and objective and therefore achieve more success (Stewart, 2008).

Zalewska (2011) studied the relationship between anxiety and job satisfaction. They reported that two

forms of job-related anxiety were negatively correlated with the level of satisfaction but were not related to diversification in satisfaction. The study also disclosed some evidence supporting the adaptive impact of anxiety and individual properties as its moderators.

Job satisfaction is a complex variable which has been the core of various researches in organizational behavior and human resource management literature (Walt, 2007).

Job satisfaction is considered as an outdated concept from materialistic or extrinsic perspective. It is generally felt which it is time to move beyond these materialistic criteria to more intangible and intrinsic ones. In order to obtain a better to understand the contemporary concept of work and how it can influence people's experience satisfaction. It has been found that people regard work as more than a means to achieve an equitable salary at the end of every month (Noor and Arif, 2011).

Every organization needs various References to achieve their objectives, without doubt, the most important resource of any organization personnel in the organization. The efficiency of any organization largely depends on proper utilization of manpower. 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. Between organizations, departments of education, is important. Because all operating objectives and the organization is human. Among the most important management practices in the organization, attention to motivation, job satisfaction, skills, and organizational commitment (Toosi,2008).

Raymo and Lim (2011) studied educational changes in married women's labor force attachment in Japan using 10waves of information from a nationally representative survey. They concluded that university graduates are both more likely to remain in and less likely to reenter the labor force relative to women with a high school education or less. Their relatively low likelihood of labor force exit reflects educational changes in occupational characteristics, especially employment in full-time and standard jobs. However, junior college and university graduates remain substantially less likely to reenter the labor force net of family circumstances, characteristics of previous employment, and efforts to control for unobserved characteristics. They concluded with speculation about the implications of these educational differences in married women's employment for stratification.

Job satisfaction is one of methods for gathering information from people which explain their attitude, feelings and personal preferences (Chen, 2007) and express their interest to their jobs (Lambert et al., 2007). Managers are able to discover their employees' preferences and wants and consider some factors like rewards, promotion, income, welfare facilities by understanding their people's job satisfaction (Tsai et al., 2007).

Problem Statement

Timely and competent human resources and taking advantage of the most efficient ways to get rid of bottlenecks and problems of economic development, social and educational, Because human resource efficient, the most fundamental factor of production, construction, development, and this attitude has led to the creation of new developments in management, leadership styles, management and development of collaborative management thinking and behavior, personality and psychological characteristics of employees (Hooman,2004).

Given the importance of human resources in organizations and the need for efficient and effective operation of the organization's key References and attention to the dignity of individuals, of study and scientific knowledge, attitudes, behavior and

psychological problems of employees in the workplace, one of the basic needs of managers and organizations are in the current era. One of the secrets of success in industrialized countries is also lead, and utilizes the principles of psychology and behavioral science at work (Saatchi,2004).

Such as satisfaction, commitment, two different attitudes are close to important behaviors such as gossiping and move interact. Managers must make employee commitment to the organization to maintain and it can be used for employee participation in decision making and provide an acceptable level of job security for their commitment to FurtheMorhed et al., 2005).

Given that high job satisfaction lead to better compliance and a more targeted and environment can better tolerate the stresses of life and work. 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 study, knowledge of the relationship between health factors (external factors), job satisfaction and organizational commitment Consultants Isfahan city is public high schools for girls.

The research hypothesis

Health factors (external factors), job satisfaction, organizational commitment Consultants Government Girls High School in Isfahan is related.

Job Satisfaction

Job satisfaction is one of the most important issues in the field of human behavior is organized determines many other organizational variables. Several studies have shown that job satisfaction is an important factor in increasing productivity, caring staff towards the organization of belonging and attachment to their workplace, increasing the quantity and quality of work, good human relations and boost morale in the workplace staff (Hooman, 2002)

The job satisfaction level delays on important issues such as absenteeism, turnover, and also on the efficiency and effectiveness of individual affects the level of production and productivity (SeyedJavadin, 2003).

Organizational Commitment

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

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)

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.(Fegghi,2003).

Can say, "Job satisfaction is the degree to which people like their jobs"; So some people do enjoy it as an important part of life. Some people hate it just because of the work they do that they have to do.(Spector, Introduction;1997).

Job satisfaction can be increased by creating a system of performance appraisal, reward systems and incentive to create. "Porter" and colleagues, organizational commitment and involvement in the organization define the acceptable values 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 values at the upper limit accepted, Earnest desire and effort to accomplish organizational goals and continue to remain very interested in the organization (Alenetal, 1993).

Organizational commitment and effort and performance are linked. The greater the commitment of employees to their generation, their efforts to do more and to do better person because it stays in the organization as to the organization cost (Ghamari,2009)

Background of the research

Sadeghian et al. (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.

Azizi (2011)the relationship between job satisfaction and organizational commitment in Qom State Tax Department investigated and the results indicate that among the indicators of job satisfaction and organizational commitment, there is a significant relationship. Based on the data obtained in this study, the population under study, subsets of job satisfaction the satisfaction of having the highest share of workers' job satisfaction and satisfaction with salary and benefits on the other hand has the lowest share.

"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).

"Burd" (2003), the relationship between work values, job satisfaction, organizational commitment and intention to leave among librarians in the United States to study. Bureaucratic organizational hierarchies, independent organizations, and professional organizations were related. In this study, almost all organizations except the bureaucratic hierarchy that matter - most features considered valuable services to customers. But the most important value in bureaucratic organizations, rather than trying to achieve the objectives of maintaining the library. Variance analysis test results indicated that personal factors on the dependent variables of job satisfaction, organizational commitment and intention to leave the job has no effect; But between organizational factors and job satisfaction, organizational commitment and intention to leave the job, there is a significant relationship. The results of this study showed that librarians working in organizations with participatory management, with opportunities for advancement and

a relationship based on trust and humility are more satisfied with their jobs.

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.

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.

Job Satisfaction Questionnaire

Questionnaire on job satisfaction Dennett and colleagues in 1966 has been prepared in accordance with Herzberg's two-factor theory (Robinson, 1969).

The questionnaire included 36 questions about motivational factors the 17 phrases and expressions 18 and 36 are related to health.

Organizational Commitment Questionnaire

Moody's in Organizational Commitment Questionnaire, Astyrez and Porter (1979) has been

prepared. The questionnaire consisted of 15 questions and a Likert item has 5 range, which is composed of three dimensions: continuance commitment, affective commitment, obligation and duty. This questionnaire has been approved by the owner in 2008 in Iran. In this study, Cronbach's alpha reliability of this scale, high reliability was found to be 0.93. To ensure validity, the questionnaire was used for teachers.

Analysis method and statistical analysis

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

Table 1. Results Kolmogorov -Smirnoff normality assumption of the distribution of component scores

Normal distribution of scores	Kolmogorov-Smirnoff Statistics	Degrees of freedom	Significant
Health factors (external factors)	0.147	388	0.059
Organizational Commitment	0.093		

As can be seen in the table above, the null hypothesis of normal distribution of scores for the group of variables is confirmed. 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
Health factor	0.161	0.019	0.329	8.657 0.000

In total, according to data from the table above due to the significant coefficients are standardized betas health factor with a value of $\beta=0.329$, Significant impact on organizational commitment has been to explain and predict changes and one factor health factor were predictive of organizational commitment. Motivational factor to predict 30.991 is an organizational commitment.

Due to non-standard values, we have:
 (Health factor) $0.161 + 30.991=(\text{Organizational commitment})$ Criterion: formulation

The research hypothesis:

Health factors (external factors), and high school counselors in the state of organizational commitment are related.

Table 3. The correlation between health factors (external factors), organizational commitment Advisors.

Research variables	Number	The correlation coefficient	Significantly	Subscribe to the percentage of
Health factors (external factors), Organizational commitment	388	0.439	0.001**	19.27

This rate is statistically significant ($p < 0.01$). Therefore, the hypothesis XI(0.01) is confirmed, and this is the result of hygiene factors (external factors), there is a significant relationship between organizational commitment consultants. The above equation shows that one can say with 99% 27/19% of the variance in organizational commitment is related to the hygiene factors (external factors). Given the positive correlation can be said for increasing hygiene factors (external factors), organizational commitment will increase.

DISCUSSION

Health factors (external factors) are related with organizational commitment Isfahan public high school counselors and correlation between hygiene factors (external factors), organizational commitment Consultants 0.439 respectively, the incidence of statistically significant ($p < 0.01$). Therefore, the hypothesis XI (0.01) is confirmed, and this is the result of hygiene factors (external factors), there is a significant relationship between organizational commitment consultants. The above equation shows that with 99% confidence we can say 27.19% of the variance in organizational commitment is related to the cause of health factors (external factors). Given the positive correlation can be said for increasing hygiene factors (external factors), organizational commitment will increase.

Suggestions:

Spiritual intelligence is normal or standard offer programs and courses in universities and schools, job training consultants to be entered. Recommended overall corporate strategy, external factors that are considered in job satisfaction.

According to the cooperative relationship between motivational factors and job satisfaction, managers can strengthen this aspect of spiritual intelligence in order to strengthen a positive relationship with organizational commitment, organizational commitment and hope.

Employing people in positions of moral behavior that requires high intelligence and organizational commitment are highly recommended.

According to the conditions and factors that enhance job satisfaction and organizational commitment, performance and productivity consultants in the end, most of them in school.

We will try to provide enough schools and all of the conditions are given.

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