

Study of factors influencing job satisfaction education and training staff

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ABSTRACT

Job satisfaction is an important factor to increase productivity and employee attachment to the workplace. It is vital to identify the factors which influence the job satisfaction because the consequences of organizational and individual life plays an important role. We aimed to investigate the factors affecting the job satisfaction dealing with education and examines which components has a greater role in job satisfaction. A total of 90 employees were randomly sampled in education. Job satisfaction questionnaire for data collection was provided for this organization that has 11 dimensions (career development, empowerment, equal opportunities organizations participation, learning opportunities and achieve goals, gratitude, explanation and evaluation purposes development and training, human resources, facilities and services, wages and benefits, contact colleagues). To analyze the data, SPSS software was used. The results showed that the recognition of employees ($r = .889$) and the acknowledgments, respectively, human resource training and participation has the greatest impact on job satisfaction. According to research findings, as appreciation increase among the employee, job satisfaction increases, and improves the performance of the organization effectively and valuably.

Key words: Job Satisfaction, education and training, staff

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INTRODUCTION

Management believes that a new theory of human nature, needs and tries to work with passion and instinctive needs, physical and daily subsistence work (Shieh & Wang., 2009). Reactions and responses to the demands of the employees that the organization provides individuals feel positively or negatively toward their job (job satisfaction or dissatisfaction) to form the satisfaction of the expectations of the

relationship reflects the rewards it provides (Willem., et al). Job satisfaction is also important in practice. Lack of job satisfaction, reduced employee morale and it will have adverse effects on the organization's work. Directors have a duty of each agency signs of low morale and job dissatisfaction to continuously review and take action immediately in this regard do (Cheng et al).

Different descriptions of Job Satisfaction

Job satisfaction is a multifaceted construct and theorists, have different definitions of it. Among them can be pleasant or unpleasant employee attitudes towards work (Castle, 2006), positive emotional attitudes towards the job (Ellenbecker & Byleckie, 2005) and perceived emotions related work experience (Willem et al, 2007) noted. The literature review suggests that clinical investigators, as having a positive attitude towards job satisfaction (Lunderen et al, 2005) have defined. Shaver and Lace (2003), as well as 37% of workplace factors such as job satisfaction, commitment, satisfaction, workload and staff shortages are linked.

Price (2001), job satisfaction as passions result from working experiences are defined. Cortese (2007), Job satisfaction is a positive emotional state resulting from the appraisal of one's job or business relationships, he knows his job is. Job satisfaction of desires or positive feelings that people have toward their jobs is called. Job satisfaction in the simplest sense, is a useful and positive sentiment after the job is created in the course of job satisfaction only a single agent and does not interconnect and the complex, job duties, sense of responsibility, the act of and reactions, motivations, encourage and be encouraged (Casio, 1998).

Chandan (1997) Job satisfaction is defined as the degree of positive feelings and attitudes that people have towards their jobs. Wallace and Weese (1995) in his research on transformational management, organizational culture and job satisfaction in Canadian sports organizations found in the evolution-oriented managers who have a high score, the higher the level of employee job satisfaction.

When we say that a person's job satisfaction is high, in fact, what we mean is that he is very much his job like positive feelings towards it and through it has been able to meet their needs satisfied (Appleton et al, 1998). Adams (1963), equity theory on job satisfaction of topics offered. According to this theory, people doing what job and what to do to get job offer special Dashthay belief.

Factors influencing job satisfaction and its model

Several factors affect job satisfaction is influenced by these factors can be in the form of four general categories: 1 - organizational factors (such as, salary, promotions, corporate policies), 2 - Environmental factors (such as, light-headed, working groups, working conditions), be classified into individual factors and skill (Chandan, 1997). Contributing factors and causes of job satisfaction are many and varied and include them into the inner aspects of personality characteristics, emotional feelings and emotional states and the outer aspects including features of the enterprise, social and cultural classified (Cherrose, 2006).

Herzberg (1959), a broader approach to the entire satisfaction of the theory of "two-factor" or "Health - Motivation" became known. Motivational factors are the factors that cause people to feel satisfied with their jobs. If health factors are known to cause dissatisfaction if they are to meet, just to avoid the risk of dissatisfaction.

Hackman and Oldham (1976) were able to provide job specific pattern. According to the job characteristics model each job can be expressed as follows in terms of five basic dimensions of work:

- 1 - Skill variety: Degree to which various skills needs and labor should have such skills.
- 2 - Task identity: The extent or degree to which the work is complete identity .
- 3 - Task significance: The extent or degree to which work can affect the lives of other people
- 4 - Autonomy: Degree of worker autonomy or freedom of action and can do the work and determine the benefit discretion.
- 5 - Feedback The result: The degree to which the job can provide direct and clear information to workers about the effectiveness of their performance.

METHODOLOGY

The experimental group of this research consisted of 90 people and they were gathered randomly among the educational staffs (managers, deputies and teachers) in high school level. A questionnaire was planned and distributed to them and 120 questionnaires were filled totally, among which 90 papers were used in analysis and the rest were omitted.

Questionnaire used in the research questionnaire, job satisfaction. Questions are designed with questions that will be used in the organization and how it has been modified so that it is appropriate to respond to employees' education. Job satisfaction questionnaire included 33 factors and 11 elements.

Career development: expresses satisfaction with opportunities to enhance the status and occupational level Empowerment: skills, knowledge, information and authority necessary to effectively support staff is available.

Equal opportunities in the organization: This is a reference to the laws and regulations concerning the benefits for all workers, regardless of job category, fair and equal.

Participation: the satisfaction of encouragement, encouragement and participation of employees to make decisions and engaging in activities related to corporate activities and points of interest.

Opportunities to learn and achieve goals: Overall satisfaction with the opportunities that the organization provides talented employees working to do so have not done so before your potential talents and abilities to flourish.

Acknowledgments : the satisfaction of employees and the quality of encouragement and appreciation towards their performance implies.

Account for evaluation purposes: to explain the purpose of satisfying the functional and performance evaluations are Hahy.

Education and Human Resources Development: the satisfaction of a planned effort to facilitate employee learning and development in the field of occupational competence and everyday stress is applied.

Facilities and services: the satisfaction of staff, facilities and corporate services (loans , travel , health care and like it) refers.

Salary: Basic salary paid to the employee satisfaction rate monthly, paid vacation and other benefits, monetary or otherwise refers.

Communication with colleagues: the satisfaction of establishing and maintaining positive interactions between staff refers.

The answers can be grouped in 4 levels (strongly disagree, moderately disagree, moderately agree, strongly agree); if the first choice of "strongly disagree" is chosen, a score of 1 is assigned to the question and if the item "strongly agree" is chosen, a score of 4 is assigned to the question. But in the negative questions, the backward scoring is planned.

Validity and reliability

In job satisfaction questionnaire, the reliability ratio of this questionnaire is 0.886, and since many researchers have used this instrument, its validity has been shown.

FINDING

To investigate the factors affecting job satisfaction Pearson correlation method was used. The first, based on the correlation between the variables is discussed. In order to verify which of the components of job satisfaction on job satisfaction of employees Dryabany a more effective role they will be displayed.

Table1. Correlation between job satisfaction and its elements

	Pearson Correlation	Sig. (2-tailed)	N
Job Satisfaction	1		90
Communication with colleagues	.479*	.018	90
Salary	.662**	.000	90
Facilities and Services	.683**	.000	90
Career development	.579**	.003	90
Education and Human Resources Development	.851**	.000	90
Equal opportunities in the	.811**	.000	90
Empowerment	.686**	.000	90
Opportunities to learn and achieve goals	.810**	.000	90
Partnership	.830**	.000	90
Defining objectives and assessments	.815**	.000	90
Appreciation	.889**	.000	90

*. Correlation is significant at the 0.05 level (2-tailed).

** . Correlation is significant at the 0.01 level (2-tailed).

Table 1 shows the correlation between job satisfaction and its components.

As you can see in Table 1, the r (correlation coefficient) indicates that it is more and more connected relationship between the two variables exists. The relationship between job satisfaction and appreciation to the staff there 0.01 is stronger ($r = .889$). Whatever the cause of the appreciation among the employees to increase job satisfaction also increases. The next component is the training and development of human resources and employee involvement. As is clear from Table minimal impact on job satisfaction in the relationship with partners is a significant level of 0/05 is.

RESULTS

This study showed that what plays a greater role in job satisfaction. Appreciate the staff's role in job satisfaction. Next, give importance to education and human resource development and employee involvement is important. Due to the appreciation component makes the organization more successful and one of the most important factors in the development of the organization.

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