

STUDYING RELATIONSHIP BETWEEN NATURE OF JOB AND JOB SATISFACTION AT PARS KHAZAR CO OF RASHT

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Abstract

Results of research about role and importance of human workforce on growth and development of organization and even human societies; focus on this issue that no society is completely developed; unless, through developing its human resource.

Keywords: *Nature of Job. Job Satisfaction*

1- Introduction:

Results of research about role and importance of human workforce on growth and development of organization and even human societies; focus on this issue that no society is completely developed; unless, through developing its human resource. Nowadays many researchers deal with human workforce discussions and have found out that competent qualified human workforce is regarded as endless valuable capital in the way of growth and development of organizations and countries, so that during recent 50 years ago remarkable advances of developed countries depends on evolving competent human workforce. If in past issues such as work, capital and land were regarded as principal production factors, nowadays, technological changes, human workforce changes and increasing efficiency is regarded as growth and development factor.

2- Statement of Problem:

One of the most effective factors on job satisfaction of workers is their job content. Workers are mainly search to find job with several challenges, they are liable for fulfilling their duties and have enough power to do this task. If employees are satisfied of their job and organization that offers service, the person observes great respect for organization. It is obvious that absence of aforesaid properties makes person dissatisfied and decreased loyalty of person toward organization. Job satisfaction is feeling of person toward their job. Several factors are effective on structure of job and job satisfaction that are including: interior environment, exterior environment, specific job duties. Having successful company depends on having employees behaving based on advancing goals of organization and strong determination for improving company. Those employees of organization having higher motivation for growth and development, they show better response for management attempts and response of employees with less growth and development is generally null and void (8). Researches show that employees with high ability are better able to offer their experiences and through increasing age and work record of employee, their job satisfaction and organizational commitment is increased (2). On the other hand, Smith, Kondal, Holin announce that job satisfaction introduces several related approaches including: job, salary, wage, promotion situations, supervision and

cooperation. The principal question of this research is that what is the relationship with six factors including: nature of job (value of job), self-independence, job opportunities, job facilities, job challenges and job satisfaction among working groups at Pars Khazar Co. of Rasht City? Which of these factors are most important and valuable for employees to keep their job satisfaction?

2- Literature Review:

One of the most effective factors on job satisfaction is job enrichment and as Harland refers through enriching job it is possible to improve motivation and interest in job is increased (5). Hakman and Oldham (1980) referred to 5 interior aspects including: diversity of skills, identity of duty, importance of duty, independence and feedback(3). Hakman and Oldham(4) in their research benefit from job description model for more than 10,000 people for their specific job and more than 12 organizations and generally found out that employees that their interior work aspect is high were feel more satisfied and motivated than employees that their job is less than interior aspects (3). Baker (1978) carried out research by inspiring from model of Hakman and Oldham and studied nature of job and job satisfaction according to 6 factors: job opportunities, value of work, self-independence, feedback, job facilities and job challenges that influence on results of job and person(1). These results are including: high interior motivation of job, high quality performance, job satisfaction, reducing absence from job. Thus, this research attempts to determine the effective aspects for nature of job on job satisfaction of employees in order to enrich job for employees within organization.

3- Research Hypothesis:

1th Hypothesis: There is relationship between value of job and job satisfaction among working group

2th Hypothesis: There is relationship between self-independence and job satisfaction among working group

3th Hypothesis: There is relationship between feedback and job satisfaction among working group

4th Hypothesis: There is relationship between job opportunities and job satisfaction among working group

5th Hypothesis: There is relationship between job facilities and job satisfaction among working group

6th Hypothesis: There is relationship between job challenges and job satisfaction among working group .

4- Aims of Research:

This research investigates relationship between six factors for nature of job i.e. value of work, self-independence, feedback, job opportunities, job facilities, job challenges and job satisfaction among 4 working groups workers, supervisors, engineers and managers of Pars Khazar Co. in Rasht to find out more important valuable factors for employees to keep them satisfied. This research recognizes highest valuable factors for maximizing customer satisfaction and according to them attempts to enrich job



5- Research Methodology:

By observing aim of research i.e. studying relationship between nature of job and job satisfaction of personnel of Pars Khazar Co, research methodology is descriptive-correlation

A) Statistical Sample:

Statistical sample of this research is all middle managers, supervisors, engineers and workers of Pars Khazar Co in Rasht city in the year 2011. According statistics submitted to researcher by research and development office of this company, human workforce are including: 1405 official personnel, 59 contractual personnel, 50 daily salary personnel according to Labor Law, 15 working employees that is total 1529 employees. Through random-class sampling methods, 50 managers, 84 engineers, 82 supervisors, 96 workers were selected and finally statistical sample of this research is 312 persons. Korman believed that through correlation studies the volume sample should consist of 75 to 80 persons (7). Kohman and et al recommend that in sample correlation research with 30 cases and required samples of research should not be less than 100 cases for large group and between 20 to 50 samples for small group (7).

B) Tools of Research:

This research applies from 2 questionnaires including:

- 1) MSQ questionnaire that was evaluated by Homan (2002)(6).
- 2) JDS questionnaire that was carried out by Biker at Western Electric America factories in the year 1978

It is to be noted that both questionnaires upon being elementary execution on 4 choices, a 40 person sample of questionnaire was drawn up depending on job satisfaction with 100 styles and

job discrimination with 35 styles based on 5 degree Likert scale. Reliability coefficient of questionnaire for job satisfaction and job discrimination was estimated by Alpha Cronbach

Conclusions:

It is obvious that absence of aforesaid properties makes person dissatisfied and decreased loyalty of person toward organization. Job satisfaction is feeling of person toward their job. Several factors are effective on structure of job and job satisfaction that are including: interior environment, exterior environment, specific job duties.

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