

Relationship Between job Satisfaction and Continuous Commitment among the Body Education Trainers in the North of Fars province

Leila Ghorbani Ghafarokhi, Parisa Sabbagh, Khadije Nozari

Abstract

The purpose of this research is to study the relationship between job satisfaction and continuous commitment among the body education trainers in the north of Fars province. This research is a descriptive – correlation study and was carried out in the field study manner. The statistic society includes all 190 body education trainers who had been working in high schools in the school-year 2013 – 2014. The sample volume was found 127 people, based on the Morgan chart in the way that the questionnaires were given back in the random cluster sampling manner. By the means of two questionnaires, job-satisfaction (DJI) and systematic commitment (Meyer & Allen), data and information were collected. Validity of both questionnaires were checked and verified by experts. In order to analyze the information gained the descriptive and deductive statistic methods including Pearson, Kolmogorov, Smirnov and regression correlation coefficients by use of SPSS software version 18 were used. The research results revealed that job satisfaction expresses 4.4% of continuous commitment. As result, job satisfaction has a significant relationship with continuous commitment.

Key words: job satisfaction, continuous commitment and body education trainers.

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Introduction

Personnel of every organization are the most important and lasting assets of it, therefore, understanding their needs is very essential in order to fulfill the goals of the organization. By paying a little attention to the current of evolution of the human resource management, it could be easily understood that human affairs have been taken into consideration by the theorists since long ago. One of the most important function of every organization is to reach their goals and purposes and since human-resource is playing a very prominent role in realizing the organization's goals and due to the fact that personnel idea can be influential to reach those targets and goals or to depart from them, the theorists in the field of systematic behavior have decided to study the level of job satisfaction and continuous commitment of employees which are of those points of concern as essential factors of human resource in organizations. Human resource is known as one of the important principles of each organization and all managers have such responsibility in different level and under any circumstance. Therefore, human resource management is known as use of human asset for reaching the systematic goals and targets of the organization. Nowadays, attention to the humane resource has been taken into consideration from different aspects like training, increasing the capability and skills, reserving the motives and targets as well as occupational behavior, systematic commitment and job satisfaction. Job satisfaction and systematic commitment are two important systematic and organizational points of concern within past years appealed many researchers in the field of occupational and systematic behavior and psychology particularly social psychologists. Recently, perception of the job satisfaction and systematic commitment have been more generalized, to the extent that in the literature of research has taken and found a particular place and has become very important for understanding predicting the systematic commitment. Since systematic commitment sources and comes from job satisfaction, and in nature personnel who are have satisfaction with their bosses and feel that the organization pays more attention to their improvement and facilities, have higher level of systematic commitment. On the other hand absence and leaving the work-place are the results of lack of job satisfaction and taken into consideration as lack of systematic commitments. If the relationship between job satisfactions of trainers with their systematic commitment becomes obvious, it will be possible to do much good to improve their occupational status and satisfaction. When one is satisfied from their job, they will perform more accurately and feels great while working. Having systematic commitment and high efficiency by body education trainers in Fars province requires job satisfaction. Motivation and job satisfaction are of those matters which have been taken into consideration a lot since last few decades. Along the organization's goals and targets, a proper circumstance should be settled down in order let the personnel work and make effort and have adequate influence on their duties. Job satisfaction in Iranian culture has been translated happiness and amiability and interpreted as being interested in duties which are necessity of a particular job. It means the condition which a job is being done as well as the salary and perks that one receives due to it. Job satisfaction is a very important factor in job success, and is the factor which increases the efficiency the person and creates a personal satisfaction at work. Researchers have explained job satisfaction from different point of view and believe that if a job creates interest and appeals a person, they will have job satisfaction. Various factors, internal factors such as enjoyment doing that job and external factors such as income and occupational relationship make people have job satisfaction. Having job satisfaction has many different aspects internal and external. The sources of internal satisfaction refer to the one's personality like person's initiative but sources external satisfaction refers to outside condition and circumstance. Job satisfaction means people viewpoint about their jobs and how they feel about their jobs and its various aspects. Some call job

satisfaction as people positive feeling about their jobs and believe that happiness and amiability and job satisfaction comes from the perception which is created by the job and its requirements to same extant. In past studies, for measuring and evaluating the level of job satisfaction mental and physical requirements such as personnel income and salary was concentrated but nowadays researchers pay attention to reconnaissance process which is a multi-aspect approach. Studies have shown that there is a relation between job satisfaction and employment. Parsons knows job satisfaction consisting of five factors: self-esteem or coordination with people acceptable behavior, being verified by others, having the person's needs fulfilled, job attraction and enjoyment, having friendly relationship with colleagues. Systematic commitment is the person's feeling of dependency to the organization working in. In such case the commitment person knows the organization as a reference of his. Systematic commitment can be described as the person's power of recognition in activities and partnership in the organization. Systematic commitment is a mental status which explains person's requirements to go on in an organization. According to some psychologists, commitment is a complicated multi aspect structure; therefore various kinds of it have been explained by different researchers. Such theory has been change during past three decades which perhaps the most important change in this field is since the multi aspect theories until the single aspect theories. And according to such recent changes in the field of business and occupation like companies' merging has made the theorist declare that the effect of systematic commitment on other varieties in the field of management matters such as leaving job, being absent and reduction in performance has leveled down, that is why studying that item is useless but some other researchers have not accepted such an idea and believed that systematic commitment has faded and not lost its importance, and can still be influenced by personnel and managers therefore it is essential to be aware of it. Lack of effective and proper relationship is the consequence of being ignoring and not paying attention to others comments and speeches. Lotanza mentioned that in the text of recent studies the general theory of systematic commitment was discussed as an important factor for understanding the systematic behavior and a good tool to predict the personnel tendency to keep their job. Having commitment and being duty bound are two items closed to each other effecting on systematic behavior like being absent and changing the work-place. One of the regulations in each organization is to take the level of personnel commitment and affection into consideration. It means that commitment could be known as a personal feeling of dependency and responsibility to the organization. Bigger the company is more attention the managers should pay to this matter in order to solve the problems of the personnel and make use of them in the way of the organizations' goal. Systematic commitment refers to the person's sense of devotion to the organization beyond what is necessary. According to the different researches and viewpoints, there are various categories in perspectives of systematic commitment. In spite of having much difference in categories, there have been many points in common. Atzioni categorized the systematic commitment in "commitment with the sense of alienation", "commitment based on thriftiness" and "commitment of precept". There are two other categories of commitment: 1) commitment based on the theories and perception 2) aggregated commitment. In some other researches a three-dimension commitment was used: emotional commitment, continuous commitment and manner commitment. The second aspect and perspective of Allen and Meyer systematic commitment is continuous commitment which is based on Baker's investment theory. It is based on this term that as the time goes the personnel deposit asset in organization which as their record of service becomes more their asset and investment will be more and more. And loosing that will be more expensive. Such investment includes the duration of time when the personnel spent to become experienced useful in their organization which cannot be transmitted to anyone else, friendship at work, political factors and other expenses which make the personnel give up leaving the organization and looking for another job. According to sports becoming specialized in the level of schools in recent years and employing a great numbers of professional human force in the field of body education and sports, the researcher decided to study the relationship between job satisfaction and systematic commitment of body education trainers. Niecy in his research on the relationship between job stress making factors with systematic commitment, the spiritual health and occupational affection of the personnel of an industrial company in Ahwaz (South-West of Iran). His research result revealed that there is a negative and insignificant relationship between the job stress making factors and systematic commitment including sympathetic commitment, continuous commitment and norm (manner) commitment. Jahangiri and his colleagues in their research studied the relationship between systematic commitments, job satisfaction and personal behavior of nurses in the surgery wards of hospitals affiliated to the Shahid Beheshti Medical University. The results revealed that there is a positive relationship between job satisfactions and sympathetic - duty commitments and negative relationship between job satisfaction and continuous commitment. Daneshfar and his colleagues studied the relationship between job satisfaction and systematic commitment with personnel efficiency. The results revealed that norm (manner) commitment is in higher level among the systematic commitment factors, then continuous commitment and sympathetic commitment orderly. Sympathetic commitment is in the lowest level. Also according to the research descriptive data there is a significant relationship between norm (manner) commitments with all aspects of job satisfaction and there is a significant continuous commitment with only salary and managers' behavior (of varieties of job satisfaction). The result showed that sympathetic commitment is influence on systematic commitment effectively. Finally there is significant relationship between the varieties of job satisfaction and sympathetic commitment statistically. Shayan Jahromi and his colleagues' results of research revealed systematic commitment is not able to predict job satisfaction. Imani and his colleagues in their research studied the relationship between job satisfaction and systematic commitment among the personnel of the industrial companies in Bandar Abbas (South of Iran). Their research results revealed that there is a direct significant relationship between systematic commitment and its components with job satisfaction in a level less than 0.05. Also among the components of systematic commitment two ones (sympathetic commitment and norm (manner)

commitment are able to predict job satisfaction. Tamylyson and Jenkins in their research titled "Role of Systematic Commitment and Occupational Position in Preventing Personnel Quitting Their Job" revealed that considering all kinds of commitments (continuous and sympathetic) can effect on increase in job satisfaction and reduction in quitting job. Keith Davis and John New Storm maintained the relationship between systematic commitment, performance and job satisfaction is mutual in the form of a closed circle in the way that the level of job satisfaction affects directly on personnel systematic commitment and it finally effects on their performances. They also studied the relationship between systematic commitment and job satisfaction and the gained result showed that there is a positive relationship between sympathetic commitment and job satisfaction but there is a negative relationship between continuous commitment and job satisfaction.

Methodology

It is a descriptive – correlation research and according to the purpose of the study it is applicable. The statistic society includes all 190 body education trainers who had been working in high schools in the north of Fars province which they have been found after querying from the education organization of Fars province. The sample volume was found 127 people, based on the Morgan chart for acceptable minimum samples, in the way that the questionnaires were given back in the random cluster sampling manner. By the means of two questionnaires, job-satisfaction (DJI) and systematic commitment (Meyer & Allen), data and information were collected. Validity and reliability of both questionnaires were checked and analyzed by Kronbach Alpha coefficient 0.91 for job satisfaction, for systematic commitment 0.71 in general, sympathetic commitment 0.80, continuous commitment 0.63 and norm (manner) commitment 0.70. and the results were checked by software SPSS (version 18).

Analyzing the Theory of Research

For analyzing the relationship of systematic commitment and job-satisfaction, regression analysis was used according to the result obtained; there is positive and significant relationship $r = 0.209$. It is obvious that more job satisfaction is in the organization more continuous commitment will be and vice versa. The result obtained from regression test on the relationship between job satisfaction and continuous commitment showed that F for analysis regression is significant ($p > 0.05$). Therefore regression equation for this theory is statistically significant. Based on the regression result in the given model describes job satisfaction inserted in the equation and 4.4% of variance continuous commitment. Based on standard beta coefficient for every unit of change in the variance of job satisfaction, it makes a 0.209 significant change in continuous commitment.

Average	Variance	None standardized coefficients		Standardized coefficients	T value	Significant level
		B	Standard deviation	Beta		
1	Constant	21.011	3.039	-----	6.914	0.001
	Job satisfaction	0.104	0.044	0.209	2.365	0.020
Dependent variance: continuous commitment		R			R ²	
		0.209			0.044	

Discussion, Results and Suggestions

According to the regression results in given models maintain job satisfaction inserted in the equation and 4.4% of the continuous commitment variance. Based on standard beta coefficient for every unit of change in the variance of job satisfaction, it makes a 0.209 significant change in continuous commitment. Therefore no significant relationship was found between job satisfaction and continuous commitment among body education trainers who had been working in high schools in the north of Fars province. It is not in accordance with jahangiri (2007), Imani (2012), Tamylyson and Jenkins (1992). Perhaps one of the positive relationship job satisfaction and continuous commitment among body education trainers, who had been working in high schools in the north of Fars province, can be known as gaining social success and position, reaching to the social network, their seniority and level of dedication relevant to quitting their job and lack of other choices. Although advantages such as pension & retirement, reaching to a social position, their seniority which are related to aspects of continuous commitment and will be eliminated by trainers quitting their jobs. Another possibility is that education organization has put into the force a policy which caused reduction in costs and increase in continuous commitment of trainers. Marx Weber in his theory maintained that commitment of a performer depends on his understanding. Actually such understanding from position increases the job satisfaction and raises continuous commitment. According to the Mac Gregor, due to the fact that interesting to work is in every human's nature and in organizational system every job has a bonus, therefore increase in the job satisfaction will cause increase in commitment. According to Harlot and Shakter, cooperation among personnel and sense of belonging in an organization and creating a pleasant atmosphere in the organization will increase a connection and relationship among them. The reason that Jahangiri's research is not in accordance with this one, is in difference in kind of questionnaire and statistic society, Because Jahangiri's research was carried out among the nurses in the surgery ward and their occupational hardship status are different in comparison with body education trainers'. The reason that Imanis research is not in accordance with this one, is in statistic society, Because Imani's research was carried out among the personnel of industrial companies, and perhaps their employment contract condition (short term employment) and their lack of interest to continue and stay in that job in comparison with body education trainers'. And it is not in accordance with Tamylyson and Jenkins research, perhaps because of difference in questionnaires designed. Therefore due to the fact which was revealed in this research showing positive and significant relationship between job satisfaction and continuous commitment, it is recommended that education organization trains the managers the policies of the supervision and control. If anyhow the cost rises and a manager takes a prompt action and makes proper decision to reduce it, it will shows continuous commitment. It is strongly recommended that managers let the personnel get involve in decision making and planning activities in order to increase the job satisfaction and systematic commitment. It will make a ground to appreciate the personnel and encourage them.

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Leila Ghorbani Ghafarokhi, Associate Professor of Payam Noor University, Bandarabbas , Iran
 Parisa Sabbagh, Khadije Nozari, Master of Physical Education (Sports Management)