



The Relationship Between Age And Job Satisfaction Consultants Government Girls High School In Isfahan In 2012-2013 Academic Year

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ABSTRACT

Original Article:

Given the importance of organizational commitment in the performance of any organization in this study to investigate the relationship between job satisfaction and age was conducted in Isfahan Consultants Government Girls High School. The study population correlation and consultants of all public high schools for girls in the 2012-2013 school years in Isfahan. All samples were selected as the population size. In this study, job satisfaction Dunnett 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 were used and inferential statistics of independent T-test was used.

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1. Introduction

Between organizations, departments of education, is important. Because the whole purpose of this organization is the human factor. Among the most important management practices in the organization, attention to motivation, job satisfaction, skills, and organizational commitment.(Toosi,2008)

2.Object of research

The purpose of this study, knowledge of the relationship between age and job satisfaction of school counselors is a city girl.

3.The research hypothesis

Between age and job satisfaction, organizational commitment Consultants city high school girl, are related.

4.Job Satisfaction

Is gratified towards work and its accessories, so the person would be gratifying activities flourish Section.(Nayeli,2002)

Job satisfaction in the workplace lead to innovation, creativity at work, enhancing service delivery, reduce employee turnover, increase mental and physical health of employees is followed by an increase. Job satisfaction, part of the pleasure of life; Impact on human emotions in the workplace, on the same token, the job is a major part of life, then influence of job satisfaction in overall satisfaction in life.(Saatchi,2003)

Job satisfaction means to love one's job duties required, in which case the work is done and the reward for doing it is received. These activities, matters and circumstances which constitute the work of an individual who had a way about what their needs are met; they are dependent on his judgment. There are several factors that together can create job satisfaction in people. Perhaps, it was not

just a factor of the sum of these factors, could create a decrease in satisfaction, or even put him among the unhappy people, of their jobs. Income, prestige, career opportunity, how to manage work, non-discrimination and the knowledge of his job is one of the main causes of job satisfaction. (Siggins,1992)

"Hapak" says job satisfaction is still our job as expected and meets our needs, it depends. Job satisfaction can be a job that meets our needs today, Or career commitment to do so in the future, will result,(Quoting Mozaffari,2001)

fisherr & hana(1939) Consider internal factors of job satisfaction and emotional adjustment to a job and assume that the conditions of employment. If the desired job, good fun for people to meet, he is satisfied with his job. On the contrary, if job satisfaction and enjoyment is not favorable to the person, in this case, is blaming his own work, and it is going to change (Quoted from Mafi, 2003)

Meet the needs of the individual ego creates and stimulates a feeling of satisfaction leads to greater effort and performance is desirable. If the career expectations are met, and the goal is to reach your career, make him happy and feels his success. Several studies have shown that people are not happy with the job and organizational regulations governing the work can be increases the cut from wrought, and reduce the incidence of industrial accidents more accurately creates the work. Increased labor conflict, aggression, employees, non-compliance with regulations and organizational issues associated with all of these do not speak the dominant system of employee satisfaction (Sadeghi Naeini, 2006)

5. Research Method

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

6. Statistical Society

The population of this study is that all counselors in public high schools for girls in Isfahan were working in the 2012-2013 school year.

7. Sample and sampling method

Sampling is an important decision that has been facing researchers. Several factors may be effective sample size used in the study. The sample size of the project cost. Time careful statistical analysis plan (the statistical measures) is among the important factors in determining the sample size. (Khooei Nejad, 2001)

Many researchers because of their inability to carry out research for all community members, to study a small sample limit. Using the largest sample size is considered as a general rule in quantitative research. But in many research studies, financial constraints and the limited number of subjects a sample to make. (Boorg and Gal, Translation, Nasr Esfahani and Arizi)

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

7. Job Satisfaction Questionnaire

Job Satisfaction Questionnaire Dunnett and colleagues in 1966 has been prepared based on Herzberg two factor theory. (Robinson, 1969). The questionnaire contains 36 words, phrases 1-17 questionnaires on motivational factors; Items 18 to 36 is related to a health factor.

Table (1): Analysis of research findings age of participants in the study

Group	Statistics	18 to 25 years	26 to 35 years	36 to 45 years	46 years and older
Age Amount	Frequency	52	37	274	25
	Percent	13.4	9.5	70.6	6.4
	Density percent	13.4	22.9	93.5	100

As can be seen in Table (1), most of the consultants involved in the age between 36 to 45 years.

The mean, standard deviation, minimum and maximum elements of job satisfaction and organizational commitment are presented in Table (2).

Table (2): Mean and standard deviation of job satisfaction factors

Research variables	Average	Standard deviation	Minimum	Maximum
Motivational factors (internal factors)	70.7	22.65	24	117
Health factors (external factors)	79.02	25.31	26	131
Overall job satisfaction	149.72	47.97	50	248

As can be seen in Table (2), Average motivational factors (internal factors) 70.7 with a standard deviation of 22.65, Mean and hygiene factors (external factors) is 79.02 with a standard deviation of 25.31 and the average job satisfaction 149.72 and a standard deviation of 47.97

Table (3): Assumption of normal distribution of scores in a community sample one of the assumptions of parametric tests, the assumption

Normal distribution of scores	Kolmogorov-Smirnov		
	Statistics	Degrees of freedom	Degrees of Significant
Job Satisfaction	0.151	0.062	388
Motivational factors (internal factors)	0.147	0.059	388
Health factors (external factors)	0.158	0.051	388
Overall job satisfaction			

Normal distribution of scores in the sample group or groups in the community. Under this assumption, it is assumed that the distribution of scores in the normal population if the tilt of the sample and the resulting strain was selected for random people. If the normality assumption is rejected, Differences between the groups of random probability distribution and the normal distribution of scores in the sample is less than 0.05. (Molavi, 2000)

8. Evaluation of analytical data

Table (4): The number, mean age and high school counselors in the state of

Variable	Number	Average	Standard deviation
Less than 20 years	161	152.2544	46.70730
More than 20 years	34	151.6154	53.16320

Note: Fewer variables than twenty years and more than twenty years of age is not logical consultants also much less than twenty years. The data in the above table, number, mean and standard deviation between job satisfaction and age city's public high schools counselors' show, The data obtained suggest that, out of more than 20 years the average is more than 20 years.

Table (5): T-test to examine the relationship between age and job satisfaction of school counselors in the state of

Variables tested	The amount of T	Degrees of freedom	Significance level	Test result
Examine the relationship between age and job satisfaction	.064	.949	.494	There is no significant relationship

Test results with regard to inequality of variance table based on Levine's test between age and job satisfaction among P < 0.05 public high schools in Isfahan consultants there is no significant difference.

9. Discussion and conclusions

There is a relationship between age and job satisfaction of school counselors in the state of Isfahan. These findings are consistent with research results Berd (2003), which showed that organizational factors and job satisfaction, organizational commitment and intention to leave the work of librarians in the United States, there is a significant relationship. Also "New storm" (1994), the relationship between commitment and performance and job satisfaction as a two-way relationship in the form of interlocking rings are considered satisfactory performance, His commitment to the satisfaction level of influence, and it also endeavors and ultimately affects his performance. Research "Tamilton and Jonkinz" (2005), also showed a positive relationship between affective commitment and job satisfaction, but there is a negative relationship between continuance commitment and job satisfaction. (Quoting Edrisi, 2009)

Research results "Pulmoor" (2002) also showed that there is significant relationship between organizational commitment and job satisfaction and both are effective predictors of lifetime mental health (Quoting Arizi, 2010)

Country studies, the results of similar research findings, confirm. For example, results Azizi (2011), indicating that the indicators of job satisfaction, organizational commitment, and there is a significant positive relationship and Or research Sadeghian, Abedi and Baghban(2010), that found between self-esteem and job satisfaction, organizational commitment, there is a significant relationship. Self-organization as well as between organizational commitment and job satisfaction indicators (job content, quality supervision, relationship with colleagues, opportunities for promotion, pay and conditions), a significant relationship was seen with respect to gender. Also Salehpour(2010) that the (job satisfaction) and organizational commitment of teachers and significant direct relationship is established. Modern psychologists believe that the ultimate success of a great spiritual intelligence agency directors, and employees, though it depends on intellectual intelligence and emotional intelligence as part of this success is guaranteed. They encourage spirituality in the workplace can lead to increased creativity, honesty and trust, a sense of personal development, organizational commitment, job satisfaction, job involvement, work ethic, work ethics, motivation, performance and productivity is high. A spiritual person is able to successfully lead your organization so that all clients, staff and community members will benefit from it.

In line with the results of the above two hypotheses New storm (1994) Conclude that a satisfactory level of commitment to his influences, and also to try and ultimately affect his performance.

In another study by "Tamilton & jankins " (2005), have been implemented;(2005) Has been done, it became clear that there is a positive relationship between affective commitment and job satisfaction, but there is a negative relationship between continuance commitment and job satisfaction.

The research Azizi(2011) It also reflects the relationship between indices of job satisfaction and organizational commitment has a positive and significant.

Chavoshi(2007) Also concluded that there is a direct correlation between employee satisfaction and commitment. This means that increasing employee commitment, job satisfaction also increases. Also Hesari(2006) The relationship between job satisfaction and organizational commitment of teachers in secondary schools shows that, among the various aspects of job satisfaction and organizational commitment are related. These results are consistent with the findings of the present study and are consistent. Today, the organization and management scholars argue that the most valuable asset, its human capital is precious and attention to this capital has a direct impact on the failure or success of organizations. Therefore, efforts to develop employee commitment, it is important that it should be considered. Individuals committed to the values and goals of the organization and are committed to a more active role in the organization would be less likely to leave the organization and take action to find new job opportunities.

The results also indicate that organizational commitment is associated with many of the behaviors of employees. Among the potentially serious effects of organizational commitment on the performance of the organization. Organizational commitment and job satisfaction are closely related, and as an emotional and intellectual connection is defined with respect to some issues. After increasing job satisfaction and improving the conditions and factors, it is possible to increase commitment. Understanding the process of making a commitment to the community is good thus innovation, employee retention than institution, and yet society organizations from the greater efficiency and better quality products will benefit.(Ghasemi,2005)

Thus creating favorable conditions for the development of spiritual intelligence and job satisfaction, organizations must become the main priorities of each organization. Between enterprises, organizations, education is important. Because the whole purpose of this organization is the human factor. So the important behavior of managers in regard to motivation, job satisfaction and organizational commitment is a skill. If the results of this study

also showed that, between spiritual intelligence and job satisfaction, organizational commitment, and there is a significant direct relationship counselors.

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