



A Survey in Relationship between Job Satisfaction and Matrimony Satisfaction among Teachers

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ABSTRACT: This survey is an effort to realize the relationship between job satisfaction and marital satisfaction among teachers in Islamshahr city in academic year 2012-2013. The main goal of this paper is clarifying and emphasizing on importance of family role and matrimony adoption and its impact on job satisfaction. In this survey the researcher tried to find a persuasive answer for clarifying the relationship between job satisfaction and marital satisfaction among teachers. Here the sample group was 170 married teachers in Islamshahr city and the sampling method was done according to Morgan table. Two kinds of questionnaires have been used here: 1) Goldberg job satisfaction questionnaire and 2) Enrich marital satisfaction in which some statistical methods and variance -regression analysis have been analyzed by SPSS software. According to my findings the hypothesis 2 (Higher education level equal to more job satisfaction) and hypothesis 5(Higher record of services equal to more job satisfaction) have been accepted and other hypothesis have been rejected.

Key words: Job Satisfaction, Matrimony Satisfaction, Teachers

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INTRODUCTION

Society's evolution from traditional society to industrial one has made several challenges for jobs and employment (Por baghi, 1996). Studying on the history of development and evolution in industrial societies showed that skillful and educated workforce has an important role in accelerating and facilitating this evolution. Generally speaking every person likes to choose a job with sufficient material and mental satisfaction (Alvany, 1994). It is necessary to find suitable workforce for each position otherwise the vast majority of national sources would be wasted. One of the most important and vital factors in job satisfaction is family because the family is an organism in which all of the organs are changing simultaneously (Sanayee, 1997).

The first stage for making a family is starting a matrimony life through marriage. Generally happy and progressive society could be shaped on pillars of happy and progressive families and marriage can pave the way for increasing the job satisfaction and happiness if it is a good and purposeful marriage. Therefore expanding the marital satisfaction can help improving the job satisfaction and vice versa (Ismaeely, 1996).

In this survey the researcher tried to find a persuasive answer for this question that what kind of relationship is there between job satisfaction and matrimony satisfaction. Mankind used to make group for providing his physical and mental and social needs. The family has such a sensitive and vital role on people and society's health that Ackerman called it "Elixir for human". Marital dissatisfaction and incompatibility after marriage have negative effect on socio-psychological behavior of the people and influence their job. Some factors such as workplace and functions

can create different feelings in employees and workers mind and resulted in job satisfaction or dissatisfaction. The researchers showed that there is a correlation between job satisfaction and feeling happiness and mental health while job dissatisfaction lead to reducing the productivity and finally to physical and mental illnesses (Parhizkar, 1990). Our personal life has an effective role on our job productivity and general satisfaction and can determine our social position by which we can select or continue a suitable job (Raoofy, 1997). Every person who is under pressure of job dissatisfaction cannot enjoy his/her life and job. Totally job is one important part of our life and our job satisfaction can increase our life satisfaction and vice versa.

SURVEYS HYPOTHESIS

- 1) Higher educational level can increase job satisfaction
- 2) Higher educational level can increase marital satisfaction
- 3) There is correlation between male and female teachers job satisfaction
- 4) There is correlation between male and female teachers marital satisfaction
- 5) More records of service can increase job satisfaction between teachers
- 6) More records of service can increase marital satisfaction between teachers.

MATERIALS AND METHOD

SAMPLING METHOD: Statistical society of this survey is all of the married teachers who teach in Islamshahr city high schools in second term of academic year 2012-2013. Sampling method of this

survey is based on Morgan table in which the number of statistical society is more than 2000 persons however due to some problems and limits we had to reduce the number our statistical society to 170 persons and used accidental sampling.

In this survey two methods have been used for gathering the data that include: 1) Library method: This method was used for gathering the ideas and theories related to the subject. 2) Questionnaires method: This method was used for gathering the information via questionnaires which have been verified by advisers. The researcher distributed two questionnaires among sample group (married teachers of Islamshahr city high schools) and after controlling and analyzing the data the final data has been analyzed by SPSS software.

For doing this survey two questionnaires have been used: Job satisfaction questionnaire and marital satisfaction questionnaire.

JOB SATISFACTION QUESTIONNAIRE: Gold berg satisfaction questionnaire include 30 questions according to which the responders should consider his/her real feeling about the questions by selecting one of the options. There are three points (1-2-3) for each option (A-B-C) in questionnaire. The options were organized in such a way in which someone that has the highest satisfaction can select option c and vice versa.

MARITAL SATISFACTION QUESTIONNAIRE: For controlling the marital satisfaction Enrich questionnaire was selected. This questionnaire is a very valuable and reliable way for measuring the marital satisfaction. Olson who has used this tool for measuring marital satisfaction believes that by evaluating some key potential problems among couples through Enrich questionnaire we can control marital satisfaction carefully and exactly. By analyzing the results obtained from this questionnaire we could find those couples who need marital advice and improvement of their relation. This questionnaire was turned in to a 47 question test which was examined on a group with 11 members by Alpha index. In this test 47 questions with five options have been provided in which option A means completely agree – option B means agree – option c means neither agree nor disagree – option d means disagree and option e means completely disagree .

RESULTS

According to table 1 and 2 the average number for job satisfaction was 106.37 with variance 19.856. The mean value for marital satisfaction was 48.37 with Variance 9.425. According to table 3, F is considered as 2.94 and shows a meaningful relation and that higher education level can help to increase the Job satisfaction and marital satisfaction. According to findings of this

survey hypothesisH1 is verified and hypothesis Ho is rejected.

In table 4, the mean and variance values for male and female have been shown. According to our findings there is not any meaningful correlation between sex and Job satisfaction and therefore hypothesisH1 was rejected and hypothesis Ho was verified. According to the survey results those teachers with more records of services show more Job satisfaction and marital satisfaction and vice versa. In table 5, mean and variable variance of Job satisfaction and marital satisfaction have been shown in which T test equal to 34.89 and its meaningfulness level equal to 0.001 and it prove that there is meaningful difference between Job satisfaction and marital satisfaction. According to these finding we can prove Ho and reject H1.

Table1. Responder's distribution by sex

Sex	Abundance	Percent
Male	75	44%
Female	95	56%
Total	170	100%

Table 2. Mean values and Variances

Variables	Number	Mean	Variance
Job satisfaction	170	106.37	19.856
Marital satisfaction	170	48.34	9.425

Table 3. Relation between Job satisfaction and education level

Source	SS	DF	MS	F	P
Between group variance	495.716	2	511.136	2.94	2.05
Intergroup variance	66133.937	167	1450.076	2.94	2.05

Table 4. Correlation between level of job satisfaction and sex

Sex	Number	Mean	Variance	SD
Male	75	107.05	16.487	1.904
female	95	105.83	22.230	2.281

Table 5. Correlation between Job satisfaction and marital satisfaction

Variables	Numbers	Mean	Variance	SD
marital satisfaction	170	106.37	19.856	1.523
Job satisfaction	170	48.34	9.425	0.723

DISCUSION

One of the most important indexes which influence job satisfaction directly is marital satisfaction and one of the most important indexes which influence marital satisfaction directly is job satisfaction. Although no meaningful correlation between job satisfaction and marital satisfaction was found but this survey suggests

that if a teacher feels relaxed and happy about his job he / she can experience happier matrimony life and vice versa. Of course there are some other effective factors on marital life such as mutual understanding-ethical harmony- deep love- economic welfare and cultural similarities. Therefore according to high importance of the correlation between Job satisfaction and marital satisfaction giving advices and informing the teachers about healthy family relationship and marital compatibility via providing group training and catalogs can be helpful and effective.

There are some problems and limits for every research by removing them the researchers can do their studies better and faster. This survey faced with some limits and problems include:

1) The first problem related to opposition of education office managers about researcher attendance in male schools.

2) The second problem related to the topic of research itself which was too sensitive and some of the participants avoided answering some questions initially.

3) Answering to the several questions provided in two questionnaires was time consuming and due to this there may be some carelessness in answering to questions.

4) There was not any guaranty for trustfulness of responses provided by responders.

5) According to Morgan table the number of samples should be more than 300 but because of some problems the sample limited to 170.

SUGGESTIONS

1) It is suggested to managers and decision makers in education system to provide suitable conditions for upgrading the marital satisfaction among teachers.

2) According to importance of the correlation between Job satisfaction and marital satisfaction giving extra information and increasing the teachers' awareness about matrimony incompatibility is considered essential.

3) It is suggested that for better results this kind of researches should be done in other organizations and their results could be compared with this survey results.

4) It is suggested that the relationship between Job satisfaction and marital satisfaction among other employees in other offices should be considered and analyzed and compared with each other.

5) It is suggested that in next researches financial variables such as income level would be considered as an important factor in Job satisfaction.

6) According to significant importance of Job satisfaction on family it is suggested that in next

researches each effective factor on job satisfaction and marital satisfaction would be studied.

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