



Relationship between Quality of Work Life and Job Satisfaction on School Teachers in Kermanshah

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ABSTRACT: The main purpose of this study was to investigate the relationship between quality of work life and job satisfaction of teachers in secondary schools of Kermanshah. This research is based on descriptive study, the tool for data collection is questionnaire. In order to assess the quality of work life, questionnaire with 27 questions based on Walton model, to measure job satisfaction and Ruth Bradfield questionnaire with 18 questions were used. Questionnaire reliability and quality of work life = 0.79, Reliability of Job satisfaction = 0.82, respectively, and since both alpha scales are more than 0.7; Both questionnaires had a sufficient reliability. Population size is 978 school teachers in Kermanshah. Based on stratified proportional sampling, 146 persons were selected as a sample. To determine the normality of the data, the Kolmogorov-Smirnov test was used. Spearman correlation was the primary method of data analysis used to test the framework. The hypotheses considered were confirmed in this study. The results indicate that if the quality of life improves, the job satisfaction will also increase.

Keywords: Work life, Job satisfaction, Teacher.

Received 12 Jul, 2013
Accepted 05 Aug, 2013

ORIGINAL ARTICLE

INTRODUCTION

Efficient manpower is the most important asset of any organization. Almost all experts have considered the human resources as the most important source of organization, and believe that this resource must be raised as the main source of capital. By implementing appropriate policies, create motivation in their efforts. Caurdin thinks the only thing which is considered as a source of competitive advantage is personnel (human resource), quality is not just the capital, technology and products with long life. In fact employees are hidden value and software assets of a company (Chan and Wayatt, 2007).

The desired use of human resource is based on the function done for the protection and preservation of body and soul of personnel in organization. These practices include medical facilities and services, incentive compensation, job fit, job security, job design (job enrichment and development), the importance of the role of the individual in the organization; provide growth and staff development, staff training and etc. Collectively, it is known as the quality of work life. Human resources, especially operational employees with potential capability, if they are used properly, they can play a critical role in organizational development. On the other hand, work is an important element of the building societies and organizations. So as not to associate with alienation, the work must be favorable from the view point of

technical, physiological and psychological aspects. The economic and social situations must be fair and the salary is paid in accordance with wages and other working groups (Bernal et al., 2005)

Now, having satisfied, energetic, creative employees are considered as the most important organizational resource. So paying attention to employees' needs can lead to human resource job satisfaction, therefore it can improve performance and increase productivity in the organization (Norman, 2006).

According to the above: The main purpose of this study was to investigate the relationship between quality of work life and job satisfaction of teachers in secondary schools of Kermanshah.

Improving quality of work life is one of the main goals of organization and the people who work for the organization. The need to improve the quality of work life is one reason and that is 65 percent of human life is spent in the workplace. The importance of non-economic rewards than financial rewards now has increased, especially among workers who benefit from higher education. It seems that the urgent need to improve the quality of life for many employees work there (Salmani, 2003).

Quality of work life requires a work environment in which staff work is considered important. Practices and policies designed to reduce the uniformity and the

variety of stimuli that can be added to the employee (Wyatt and Wah, 2001).

Walton (1973) believes that the quality of work life is to be a member of an organization working to meet the needs of the organization through their personal experiences. He considers the eight main variables as indicators of quality of work life. These indicators include:

1-Fair and adequate pay: equal pay for equal work and pay the balance with social norms and standards in relation to other employees and job types.

2-Work safety and health: creating safe working conditions from the view point of physical and logical of working hours.

3-Providing opportunities for continued growth and Security: Providing the ability of individual improvement, advancement opportunities, and opportunities to apply the acquired skills in the field of income and employment security.

4-Constitutionalism in the work organization: freedom of speech without fear of providing higher level of response.

5-The social relevance of work life: way of perceiving of employees about social responsibility in an organization.

6-Total life space-: maintaining balance between work life and other aspects of life, including free time, education and family life.

7-Social integration in the work organization: creating a suitable working environment that reinforces the employees' sense of belonging toward the organization.

8-Human progress capabilities-: providing such opportunities for independence and self-control at work enjoy a variety of skills and access to relevant business information.

Authors have considered different programs for quality of work life that most of them are as follow:

Some authors think that new wave team of quality of work life includes teams of personnel that determine their goals. The goals are:

Improving procedure so that it can be considered with the client (the client) and director-

Loss of expense and income are caused-

Improve service delivery to the client is caused-

Researches show that the quality of work life is related to job outcomes such as productivity, job satisfaction and organizational and professional commitment personnel's. . For example, studies, and Lau (2000) found that companies with a high quality of work life can also have a higher customer satisfaction, which in turn can lead to higher productivity growth for the company. Lee et al. (2008) showed that generally the quality of work life has a positive effect on job satisfaction, organizational commitment and

team mode. Job satisfaction is the degree of positive feelings and attitudes that people have towards their jobs. When a person states his or great satisfaction, it means he really likes his job, he has a good feeling about the job. Research shows that employees with higher job satisfaction, in terms of physically and mentally are in good situation (Acorn, 1997). Job satisfaction is the result of employee's perceptions, that provides job content and context of what is valuable to employees. Job satisfaction is a positive emotional state or condition that is the outcome of a job or experience. Many job and workplace characteristics affect job satisfaction. Other situational factors that may affect the job satisfaction perspective: The complexity of the job and working spouses (Bhagat, 1982). Studies have shown that high job complexity, beyond the lack of knowledge; skills and abilities of employees are related to high job satisfaction. Studies have also shown that having a partner for a number of married men who are employed outside the home, and there is a negative relationship between job satisfaction and overall satisfaction with life (Bernal et al., 2005). Factors influencing job satisfaction in general can be classified into four groups (Moghimi, 2004): 1-Organizational factors; 2-Environmental factors; 3-Nature of Work; 4-Individual factors. These factors can be summarized in Figure 1.

Job satisfaction is an increase in productivity, an organizational commitment is ensuring the physical and mental wellbeing, enhance the spirit of life and be satisfied with the new job skills, Lack of job satisfaction of teachers will reduce the spirit of them and it is undesirable. Directors have a duty to have symptoms of low mentality and lack of job satisfaction, continuously monitor and take necessary action at the earliest opportunity to do so (Norman, 2006). For some teachers, job satisfaction is very stable and the people are suffering from job characteristics and job characteristics are different from job figures. A study of 390 men who graduate after 5 to 6 years as a full time job working showed (Geartner, 1999)

In general, life satisfaction, job satisfaction, and apart from careers-

Compensation for non-employment, high personal satisfaction, low job satisfaction-

Countervailing duties, in general, occupational and non-occupational activities, but dissatisfied with wages -inherently dissatisfied (mostly dissatisfied) generally dissatisfied with the work environment and wages

Dissatisfied with life in general, low job satisfaction and non-occupation-

The data showed that overall employee satisfaction (Group A) is more inclined to stay in their current jobs.

Compensate people for the job was much more likely to change jobs. Some studies show that job satisfaction is related to all aspects of life satisfaction (Petty et al., 1984).

Hypotheses

Main hypotheses: There is a significant relationship between Quality of work life and job satisfaction among school teachers in Kermanshah

Eight sub-hypotheses are discussed in this research:

1-There is a significant relationship between fair pay and job satisfaction among school teachers in Kermanshah

2-There is significant relationship between Low in Organization and job satisfaction among teachers in Kermanshah

3-There is a significant relationship between healthy and secure working environment and job satisfaction of teachers of secondary schools in Kermanshah?

4-There is a significant relationship between providing opportunities for the development of sustainable security and job satisfaction of teachers of secondary schools in Kermanshah.

5-There is a significant relationship between the development of human capabilities and job satisfaction among school teachers of Kermanshah

6- There is a significant relationship between social solidarity and integration relationship and job satisfaction of teachers of secondary schools in Kermanshah

7-There is a significant relationship between Social interdependence of work life and job satisfaction of teachers of secondary schools in Kermanshah

8-There is a significant relationship between the total space of work life and job satisfaction of school teachers in Kermanshah

MATERIALS AND METHODS

Since this study, researcher sought to identify and assess the quality of work life and its relationship to

the job satisfaction of teachers in secondary schools of Kermanshah, this study is based on descriptive research, a survey branch. Total population of 978 persons mentioned formed teachers. Sampling, stratified proportional sample, size of 146 patients was determined by using Morgan.

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ata for this study were collected from two methods:

Library method: This method of data collection related to the study of literature and history books, dissertations, articles, databases and Internet resources are used

Field Methods: In this study, using a questionnaire and distributed it among the sample information about the quality of work life and its relationship to job satisfaction, respectively. To assess the quality of work life of a questionnaire of 27 questions have been formed to assess the quality of work life model work life quality Walton and measure job satisfaction of questionnaire 18 questions Bryfyld and Ruth have used both instruments measured initially in 45 patients school teachers working in different parts of the study were distributed. Tests used in this study include Kolmogorov-Smirnov test and Spearman correlation coefficients.

RESULTS

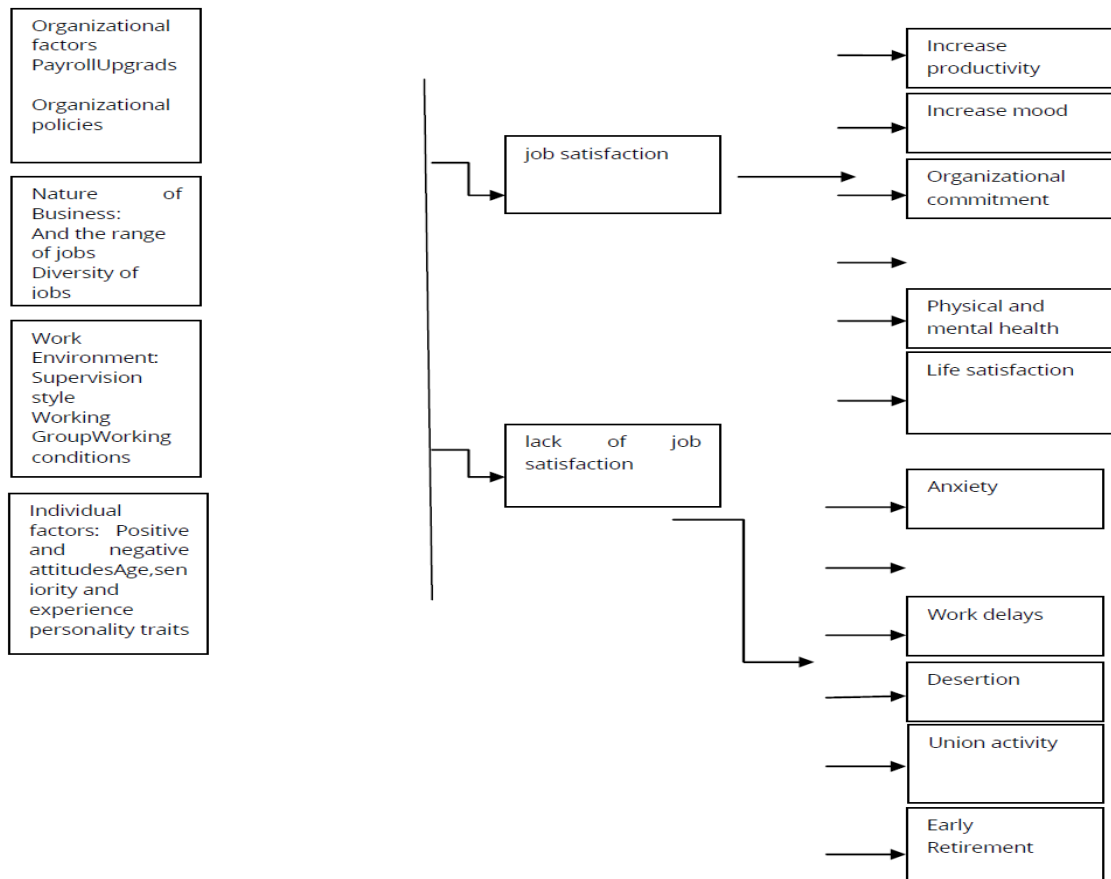
This study tested the hypotheses to determine whether the distribution of data is normal or not. Normal and non-normal data are tested by Kolmogorov-Smirnov test, the results of Kolmogorov Smirnov test is as follows:

As can be seen in Table 1, the test statistic of 0.05 is less than the critical value. Therefore, the null hypothesis, normality of the data is accepted and the hypothesis, indicating that the data is not normal, is denied. Therefore, because of normality of data, Spearman correlation is used to test data.

Table 1. Kolmogorov – Smirnov test

Variable	Number of sample	test statistic	Sig	Result of the test
Job satisfaction	146	0.993	0.278	normal distribution
Quality of work life	146	0.639	0.809	normal distribution
Fair pay	146	0.991	0.280	normal distribution
Law in organization	146	0.833	0.491	normal distribution
Opportunities for continued growth and Security	146	0.966	0.308	normal distribution
Safe and healthy working environment	146	0.711	0.694	normal distribution
Development of human capabilities	146	0.994	0.261	normal distribution
Integration of social solidarity	146	0.684	0.880	normal distribution
Work life and social dependence	146	0.631	0.801	normal distribution
The total space	146	0.670	0.720	normal distribution

Figure 1. Effective Factors on Job Satisfaction (Moghimi, 2004)



DISCUSSION

Traditionally, industrial age has emphasized on the progress of technology, productivity and human development, human with land is discussed as an important factor of production. New approaches in the literature give a strategic approach to human; this means that human is both the agent and the creator.

The organization has played a vital role in development of an organization. Quality of work life has become a major social issue in the present century. While in the past, just focus on my personal life (non-working) is to improve the quality of work life in today's society to have been one of the major goals of the organization and staff (Salmani,2005). Given the above and the importance of quality of work life, researchers in this study hold up QWL school teachers in Kermanshah and Its relationship with job satisfaction are studied.

The evaluation of quality of work life and job satisfaction of teachers in the secondary schools is considered as the goals of this research.

The main hypothesis of the study, a subsidiary of eight hypotheses was tested and the results are as follows:

The research findings of the main hypothesis

There is a significant relationship between quality of work life and job satisfaction among school teachers in Kermanshah. Using the Spearman correlation coefficient between quality of work life and job satisfaction of teachers in secondary schools in Kermanshah was 0.362 and the correlation between these two variables is significant. This correlation indicates that the quality of work life in secondary schools Kermanshah has a major role in the improvement of teachers' job satisfaction and Quality of work life in organizations of any size to improve, teachers' job satisfaction will increase.

Findings related to the first sub-hypothesis

There is a significant relationship between fair pay and job satisfaction among school teachers in Kermanshah

Spearman was the result of fair pay in a significant level of 1% and a correlation coefficient of 0.308, taking into account direct and significant relationship with teachers' job satisfaction. Therefore it can be concluded that organizations have shown interest in the timely payment of teachers' salaries, they will have more job satisfaction.

Finding related to the second sub-hypothesis

There is a significant relationship between law in organization and job satisfaction of teachers in secondary schools of Kermanshah.

Spearman was the result of law in organization in a significant level of 1% and a correlation coefficient of 0.390, taking into account direct and significant relationship with teachers' job satisfaction.

Therefore it can be concluded that the behavior of managers with their teachers are more fair and appropriate, they will have more job satisfaction.

Finding related to the third sub-hypothesis

There is a significant relationship between healthy and secure working environment and job satisfaction of teachers of secondary schools in Kermanshah. Spearman was the result of a healthy and secure working environment in a significant level of 1% and a correlation coefficient of 0.361, taking into account direct and significant relationship with teachers' job satisfaction. It could be stated that the physical environment and working conditions improved, they will have more job satisfaction.

Finding related to the fourth sub-hypothesis

There is a significant relationship between providing opportunities for the development of sustainable security and job satisfaction of teachers of secondary schools in Kermanshah.

Spearman was the result of providing opportunity for development in a significant level of 1% and a correlation coefficient of 0.412, taking into account direct and significant relationship with teachers' job satisfaction. . It could be stated that whatever the capacity and skills of development opportunities for teachers to be more, they will have more job satisfaction.

Finding related to the fifth sub-hypothesis

There is a significant relationship between the development of human capabilities and job satisfaction among school teachers of Kermanshah. Spearman was the result of development of human capability in a significant level of 1% and a correlation coefficient of 0.387, taking into account direct and significant relationship with teachers' job satisfaction. . It could be stated that whatever the, teacher's job is more challenging and involves wide range of skills, they will have more job satisfaction.

Finding related to the sixth sub-hypothesis

There is a significant relationship between social solidarity and integration relationship and job satisfaction of teachers of secondary schools in Kermanshah. Spearman was the result of social solidarity and integration in a significant level of 1% and a correlation coefficient of 0.294, taking into account direct and significant relationship with teachers' job satisfaction. . It could be stated that

whatever the employees trust and support each other, they will have more job satisfaction.

Finding related to the seventh sub-hypothesis

There is a significant relationship between Social interdependence of work life and job satisfaction of teachers of secondary schools in Kermanshah. Spearman was the result of social independence of work life in a significant level of 1% and a correlation coefficient of 0.371, taking into account direct and significant relationship with teachers' job satisfaction. It can be concluded, however, that teachers feel that the organization in which they work has a lot of responsibility towards the social issues; they will have more job satisfaction.

Finding related to the eighth sub-hypothesis

There is a significant relationship between the total space of work life and job satisfaction of school teachers in Kermanshah. Spearman was the result of total space of work life in a significant level of 1% and a correlation coefficient of 0.446, taking into account direct and significant relationship with teachers' job satisfaction. It can be concluded, however it can be stated that these jobs provide continued education for employees or the job does not cause disruption to the lives of individual work, they will have more job satisfaction.

Suggestions

1-School administrators should be aware of material and non-material effects on job satisfaction of teachers. In order to encourage employees, using stimulating such as salary, suitable working conditions, a full appreciation of the work, a sense of belonging and participation in activities and consider them as satisfying drive.

2-Changes in designing material and spiritual benefits and rewards, so rewards give to those who have the knowledge, skills, and his ability to use the goals of organization and activities.

3-Predisposition to freedom of expression without fear of superiors, by creating an atmosphere where employees consider their managers or superiors as a partnership. Their work will lead to improve quality of life.

4- Organizing for safety and health administration, assigning health and safety inspectors, formulating and implementing of legal standards.

5- Consider a reasonable and working hours and physical and mental condition which is appropriate to teachers.

6- Managers are better to provide employees with access to information about their work.

7-To improve organizational communication, some actions should be taken, While the administrators and teachers to exchange ideas on effective steps taken to improve the activities organization.

8-Organizing recreational programs for teachers and their families, and giving them the necessary time to do other family responsibilities.

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