

FACTORS AFFECTING JOB SATISFACTION AND STAFF ARIAN MOTOR (MITSUBISHI MOTORS CORPORATION)

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Abstract: *This study aimed to determine the impact on job satisfaction of employees in 2014, Arian engine in an integrated model and empirical study of its theoretical basis. This research is based on the goal of the research is descriptive. In this study, questionnaires were used to collect information and The reliability of the questionnaire through Cronbach's alpha, "0/94" are calculated The most important factor influencing the nature of the work with staff satisfaction was rated 38 percent and the lowest impact on operating above 17 percentage points respectively. The population used in this study consisted of 56 employees' Arian engine. The results of the study, four factors' compensation, beyond the organization, organizational communication, the nature of the work "The positive effect on employee satisfaction and can increase it. The results showed that the type and condition of doing (such as freedom of action, decision, etc.) over the personnel satisfaction and other variables provide hence, managers and officials look at Arian engine specific to the field have.*

Key words: *Employee satisfaction, compensation, organizational communication, the nature of work*

1. INTRODUCTION

Although the job satisfaction of the scientists treated about two centuries ago, but started research in this area is around 60 years ago, so we can say systematic review of job satisfaction was in the 1930s.

Some expert's feelings of job satisfaction are incompatible with its employees feel their work look. (Asadi & Talebpour, 2001), job satisfaction is influenced by

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circumstances and events that shaped the experience of the individual in the workplace, so organizational culture, management style, organizational structure, nature of work, working conditions and relationship with colleagues in the formation Job's satisfaction is an important contribution. (Weiss, 2002)

Job satisfaction and increased productivity made the person be committed to the organization; physical and mental health of the individual is guaranteed a happy life and work to quickly learn new skills. Before the dissatisfaction of anxiety and concern for the individual, small business, displacement and absence from work, quit and leave, early retirement and the physical and psychological discomfort. (Teymouri, Tootoonchi, Salehi, & et al, 2008)

Jobs that have a high level of intensity to one of three factors that led to the value of jobs, The task variety, task significance and importance of the task as well as the independence and authority at work and work at a high level to have feedback. If the power is high motivation and performance effectively and positively affect job satisfaction and the possibility of reduced absenteeism and turnover. (Alvani & Danaeifar, 2000)

Job satisfaction is affected by several factors, including environmental and occupational factors, income, nature and social status, job, organizational prestige, job promotion, job security, lack of role ambiguity, physical conditions of work and the relationship with colleagues. (Weiss, 2002)

Job satisfaction is related to the extent to which professional needs and abilities, interests and personal qualities of the individual. (Seyed Javadian, 2002) Therefore, understanding the needs, motivations, desires, satisfaction and dissatisfaction of employees are not only necessary, but also to adopt correct policies, strategies and programs effectively is essential.

Job satisfaction represents a positive or negative attitude toward their jobs and is affected by numerous factors and colleagues. Change job satisfaction of expressing one's feelings about the job.

Including human-resource management efforts in order to maintain employee satisfaction. (Farhadian, 1996)

Overall, this study seeks to answer the question:

Is the relationship between the factors influencing job satisfaction and staff there Arjen engine?

Questions and research hypotheses:

The main research question:

1. Is the compensation affects employee satisfaction?

Secondary research questions:

1. Are senior managers in the organization to affect employee satisfaction?
2. Is the communication within the organization has an impact on employee satisfaction?
3. Is the nature of work has an impact on employee satisfaction?

Research hypotheses:

The main hypothesis of the research:

1. The compensation has a positive impact on employee satisfaction.

Secondary research hypotheses:

1. Senior managers in the organization have a positive impact on employee satisfaction.
2. Communication in an organization has a positive impact on employee satisfaction.
3. The nature of work has a positive impact on employee satisfaction.

2. THEORY AND LITERATURE

2.1 literature

Kohlen: It believes that if a major motivation in his work and what does not satisfy the personal needs of the individual and the gap between perception or attitude toward job to satisfy the needs of potential is less than the job satisfaction will be high. (Saatchi, 2003)

Keynes Borg et al job satisfaction shall be divided into two types. The first outer satisfaction that comes from two sources. It is changing. These include the working conditions, wages and bonuses and the type of work and the relationship between employee and employer to be mentioned. Meanwhile, outside the inner satisfaction lasting satisfaction. (Shafiabadi, 1993), thus providing opportunities for progress and giving responsibility to the people and according to individual tastes can be sustained satisfaction. Part of job satisfaction compared with expectations of the real working conditions, and the other part comes from the attitude of people towards work. The attitudes of people in the workplace can be a factor of motivation and satisfaction. In a positive sense of one's attitude toward the target or specific topic. As mentioned earlier, the perception of better jobs and job attitudes and motivation of the occupation should be considered in the design job. (Parhizgar, 2009)

Mayo believes that in addition to the consent and cooperation of the organization to material rewards in mind the feelings, emotions and spiritual needs them more satisfaction, resulting in better performance gain. (Parhizgar, 2009) Attorney Garbo and Monte Markout offer another definition of job satisfaction. (Garboua, 1999) In terms of their job, satisfaction is an individual assessment of experience and the future of this job is the best option. Employee of the utility does not report what they experience, but in this context that if the judge wants to choose a career, choose the current job or not.

Wanous and Lawler, operational definition of job satisfaction, raise (Wanous & Lawler, 1972) 9 defined the different aspects of job satisfaction, namely: 1. Job satisfaction comprehensive as the sum of the different aspects of job satisfaction; 2. Job satisfaction as a weighted sum of the different aspects of job satisfaction; 3-satisfaction as the achievement of the objectives or requirements have been fulfilled; 4-satisfaction as consistent with the concept of professional capacity; 5. Satisfaction as the difference between what is and what it should be 6. Job satisfaction as a result of a comparison between the current situation and the ideal situation, 7-optimal or ideal job satisfaction as a measure of a person is as important to practice job satisfaction 8-, 9-satisfaction as the difference between the importance of procedural work and understanding of the implementation of the procedure.

2.2 BACKGROUND RESEARCH

- Masoud Gholamali Lavassani, Mohammad Keyvanzadeh and Neda Arjmand called the Mighty (2010) explores spirituality, stress, job satisfaction and organizational commitment of staff in Tehran have electricity. In this study, a descriptive-type regression analysis was used. 397 expert employees and Tehran Regional Electricity's as a sample were chosen. The results show that employees with less job satisfaction, organizational commitment, and job satisfaction were less than average.
- Ali Ravi, Zohreh Vanaki, Tayebeh Mirzaee and Anooshiravan Kazemnejad (2011) explore the spiritual approach to job satisfaction in the form of a qualitative study focused oil company. The results show that spirituality is an important part of everyone's job is non-separation. Spirituality, yet has internal and external dimensions that can encourage the person that your interventions targeted and meaningful offer.
- Hossein Karimi Motaghi, Akram Gazorani, Hasan Gholami, Amir Reza Salehi Moghadam and Ahmad's Ashvari (2011) examined the relationship between job satisfaction, and nurses have clinical competence. This descriptive - correlation and teaching hospitals in Mashhad on 212 nurses

through multi-stage procedure of sampling is done. A tool demographic questionnaire, job satisfaction and clinical competence. The results show that 35.3 percent of nurses' job satisfaction score and 7/46 percent higher than the average scores were below average. The majority of nurses' clinical competence is 8/53 percent. The results show that there is a significant relationship between job satisfaction and nurses' clinical competency.

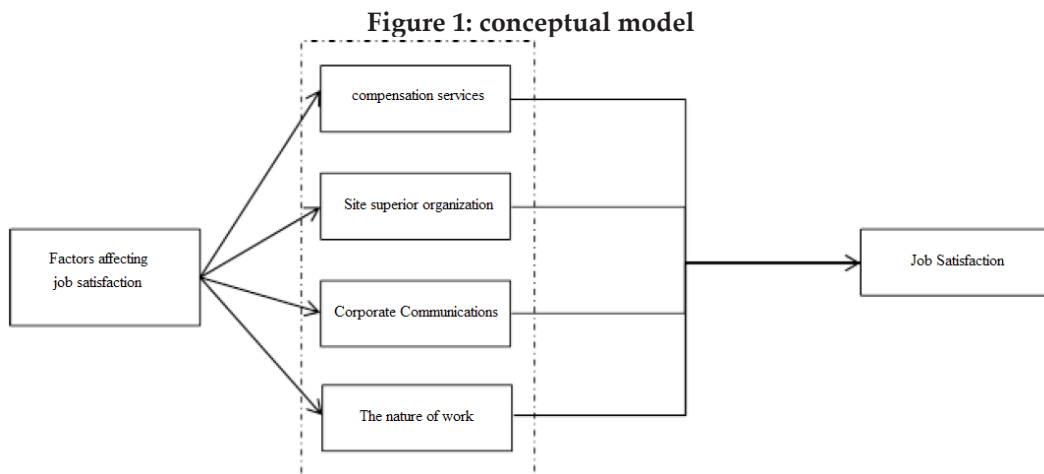
- Sedigheh Moalemi (2009) examined the relationship between simple and multiple mental health, spiritual intelligence and job satisfaction among teachers has been teaching hospitals of Sistan and Baluchestan University of Medical Sciences. In this study, a sample of 236 teachers participated. The results showed a positive relationship between spiritual and mental health; negative relationship between job satisfaction among teachers is spiritual intelligence.
- Qanbar Roohi, Hamid Asayesh, Hossein Rahmani, Ali Abbasi (2011) examines the relationship between job satisfaction and organizational commitment in Golestan province were managers and deputy's martyr foundation. The researchers believe that the performance of the staff of the Foundation as a martyr to the martyr foundation of human resources departments affected by many factors such as job satisfaction, which leads to a sense of encouragement and commitment to the quality of services. This cross-sectional study to determine the relationship between job satisfaction and organizational commitment, managers and deputy managers and assistant based on 75 martyrs in Golestan and in 2008 was conducted. Sampling was done through consensus and to collect data, demographic data sheet, job satisfaction and organizational commitment questionnaire was used. The data in the SPSS software using statistical tests were analyzed by Spearman's correlation coefficient. The results showed that participants in the age range between 22 to 55 years (mean 7.4 ± 32.6) and predominantly male (72.7 percent) and 74 percent of them were married, 37.7 percent and 2.2 percent had low job satisfaction; job satisfaction too was high. Also, 49.6% of subjects with the highest frequency, low organizational commitment and only 4% had a high level of organizational commitment Between job satisfaction and organizational commitment, significant relationship was observed.
- Chang Yong Hwa and Chang (2007) examined the relationship between job satisfaction, organizational commitment and job feeling among clinical nurses have Taiwan. In this study, cross - is written questionnaire survey distributed to 500 nurses and finally 295 valid questionnaires were collected. The questionnaire included questions about job satisfaction, organizational

commitment and job feeling was. Descriptive statistics, correlation and linear structures have been used to gather information. The results show that the feeling of job satisfaction, and a significant correlation has been reported. The results show that the relationship between job satisfaction and organizational commitment has been reported

- Gonaryiz and colleagues (2008) examined the impact of indirect job satisfaction; emotional intelligence and organizational commitment have paid insurance companies in Turkey. Participants in the survey in the cities of Ankara and Istanbul, insurance Companies employees and 267 employees responded to the survey questions. The results show a positive relationship between job satisfaction and organizational commitment among employees studied reported.
- Brian Crook (2009) to investigate the matter as “factors affecting job satisfaction of employees” paid. The variables involved in job satisfaction: 1) the proportion of payments made to work 2) job security 3) Good communication with leaders and corporate executives 4) communicating with colleagues 5) the age of 6) different levels of education 7) working all time and part-time, is known. In this study, to evaluate job satisfaction of scale generally used. The findings show that between gender, education levels and job security and there is a positive correlation with job satisfaction.

3. DEVELOPMENT OF HYPOTHESES AND MODEL

Altogether, theories and empirical research findings cited research provided the theoretical model. Conceptual model based on the theoretical framework of the study of relationships between factors and variables affecting the subject that is taken from the literature.



4. METHODOLOGY

The research was based on the aim of the research is descriptive research. Achieved after an earlier similar study and thesis research, to review the research literature. Deals with existing theories. In coordination with the company's management Arian research engine sampling and questionnaires were distributed among them, and thereupon the data entry, data analysis and research to pay.

The study, which was conducted in 2014 among the 90 questionnaires distributed 56 questionnaires were collected.

Data collection questionnaire contains 40 questions that four variables "compensation 1. Compensation service 2. Site superior organization 3. Corporate communications 4. The nature of the work" in which the 5-item Likert scale, "1. I quite agree 2 .Agree 3. No idea 4. Disagree 5. Strongly disagree "that the points (4-3-2-1-0) was given to them.

Validity and reliability: the purpose of the narrative is that the measuring device could measure the characteristics and features. Reliability, using SPSS software and analyzed by Cronbach's alpha coefficient of the questionnaire obtained is provided 0/94 times, indicating the reliability of the questionnaire, and for each variable minimum and maximum 0/92 and 0/76 is obtained.

In this study, we have used formal credit. The face validity "to identify the validity of the indicators or reagent's research by going to the judges." The advantage of this method is that really the right criteria to achieve as much as possible, regardless of the researcher's own values and the reality as it is to measure and evaluate it lays. "(Sarookhani, 2004)

Among the four areas affecting job satisfaction, the highest score and the lowest score of Miran Superior about the nature of organizations.

This research priority variables impact on job satisfaction in order to provide as follows:

1. The nature of the work
2. compensation
3. Communication
4. Superior

That each respectively 17, 22, 37, 38 percent was effective on job satisfaction.

The following table Alpha each of the variables mentioned:

Table 1
The alpha variables

<i>alpha</i>	<i>Variable</i>	<i>Row</i>
278/0	Corporate Communications	1
86/0	The nature of work	2
92/0	SiteSuperiororganization	3
76/0	compensation services	4

5. DATA ANALYSIS

In this study, the data obtained using the methods of descriptive statistics and inferential statistics such as “test t, ANOVA and Pearson ‘analysis will be so in the analysis of descriptive and inferential statistical software ‘SPSS’ is used.

THE MAIN HYPOTHESES

Compensation has a positive impact on employee satisfaction.

The aim of this hypothesis, test positive relationship between compensation and employee satisfaction, so we. To test this hypothesis as follows:

Table (2)
The R² variables

<i>Deviationerror</i>	<i>R²justified</i>	<i>R²</i>	<i>R</i>
415/8	374/0	386/0	62/0

Table (3)
ANOVA

<i>Sig</i>	<i>F</i>	<i>Mean square</i>	<i>df</i>	<i>Totalsquares</i>	
000/0	89/33	85/5	1	85/5	Regression
		17/0	54	31/11	left over
			55	16/15	Total

Table (2) shows that the impact of compensation on employee satisfaction 37 percent. Table (3) also shows that the amount to be statistically significant. Because the sig is less than 0/05.

Secondary hypotheses

First secondary hypothesis:

Superior managers in the organization have a positive impact on employee satisfaction.

The aim of this hypothesis, test positive relationship between Superior managers in the organization and employee satisfaction, so we. To test this hypothesis as follows:

Table (4)
The R² variables

<i>Deviationerror</i>	<i>R²justified</i>	<i>R²</i>	<i>R</i>
478/0	171/0	186/0	43/0

Table (5)
ANOVA

<i>Sig</i>	<i>F</i>	<i>Mean square</i>	<i>df</i>	<i>Totalsquares</i>	
001/0	33/12	82/2	1	82/2	Regression
		23/0	54	34/12	left over
			55	16/15	Total

Table (4) shows that the impact on employee satisfaction Superior 17 percent. Table (5) shows that the amount to be statistically significant. Because the sig is less than 0/05.

The second secondary hypothesis:

Community organization has a positive impact on employee satisfaction.

The aim of this hypothesis, test positive relationship between communication in the organization and employee satisfaction, so we. To test this hypothesis as follows:

Table (6)
The R² variables

<i>Deviationerror</i>	<i>R²justified</i>	<i>R²</i>	<i>R</i>
463/0	22/0	234/0	48/0

Table (7)
ANOVA

<i>Sig</i>	<i>F</i>	<i>Mean square</i>	<i>df</i>	<i>Totalsquares</i>	
000/0	52/16	55/3	1	55/3	Regression
		21/0	54	61/11	left over
			55	16/15	Total

Table (6) shows that the impact on employee satisfaction rate of 22 percent. Table (7) shows that it is statistically significant. Because the sig is less than 0/05.

The third secondary hypothesis:

The nature of work has a positive impact on employee satisfaction.

The aim of this hypothesis, test positive relationship between the nature of work and employee satisfaction, so we. To test this hypothesis as follows:

Table (8)
The R² variables

<i>Deviationerror</i>	<i>R²justified</i>	<i>R²</i>	<i>R</i>
413/0	38/0	391/0	62/0

Table (9)
ANOVA

<i>Sig</i>	<i>F</i>	<i>Mean square</i>	<i>df</i>	<i>Totalsquares</i>	
000/0	69/34	93/5	1	93/5	Regression
		17/0	54	23/9	left over
			55	16/15	Total

Table (8) shows that the impact of nature on employee satisfaction 38 percent. Table (9) shows that the amount to be statistically significant. Because the sig is less than 0/05.

6. CONCLUSION

In summary, the result of the original research hypotheses is as follows:

“Compensation has a positive impact on employee satisfaction.”

Given that a significant level or (Sig) at 95% equals 0/000 is less than the amount of error is 0.05, this hypothesis is confirmed at 95%. Results Table number (3, 2)

is also indicative of the situation. So there is a strong positive correlation between the two variables in the sense that any amount of compensation is high, as well as employee satisfaction and higher work better.

“Senior managers in the organization have a positive impact on employee satisfaction.”

Given that a significant level or (Sig) at 95% equals 0/001, which is less than the amount of error is 0.05, this hypothesis is confirmed at 95%. Results Table number (4, 5) is also indicative of the situation. So there is a strong positive correlation between the two variables in the sense that any amount of senior managers in the organization is high, as well as employee satisfaction and higher work better.

“Communication within the organization has a positive impact on employee satisfaction.”

Given that a significant level or (Sig) at 95% equals 0/000 is less than the amount of error is 0.05, this hypothesis is confirmed at 95%. Results Table number (6, 7) is also indicative of the situation. So there is a strong positive correlation between the two variables in the sense that any amount of communication in the organization is high, as well as employee satisfaction and higher work better.

“The nature of work has a positive impact on employee satisfaction.”

Given that a significant level or (Sig) at 95% equals 0/000 is less than the amount of error is 0.05, this hypothesis is confirmed at 95%. Results Table number (8, 9) is also indicative of the situation. So there is a strong positive correlation between the two variables, which means that whatever the nature of work of employees in the organization is appealing to the same ratio of better and higher employee satisfaction.

Offers

Let your imagination and thoughts of scientists and engineers to create an environment in which people can be happy and balanced, complete and authorized to provide the opportunity to achieve their God-given talent to lead the (McDonald)

The man had to be motivated their needs and fundamental human psychological motivation, the attitudes, wishes and emotions in order to meet their human, he tries to make is to be here. The issue of motivation in the workplace expert reviews to humans or reveal dormant talents without fear in their service and their organizations, and these would have to be ready to promote prosperity and job satisfaction. In the discussion of the requirements of human motivation and how well the pollen has been many studies, which are demanding human needs to be met as soon as a request rather sits on the other, the fact must be managed

would not be human needs and the organization of their objectives and the need for open like today is obvious that a good wage, better working conditions, great benefits, recruitment usual facilitates motivation is not a to pay It work, leave, insurance and health care, annual bonuses, gifts, dividends, and the sharing of personnel and interests in property of physical, social and psychological needs more tangible, and in fact, is made a possible motive.

Alternatively, they know their job security of employees, which means that they will continue to be provided for several years - a variety of job content to be included in order to prevent frustration and death day employees. People are needed to staff the organization would be better applied to friendly relations with their participation in the draw and satisfaction they provide - individuals freely because labor much owns them know better to be responsibility things. Therefore, it is suggested to people that they trust, greater freedom to distinguish them. Recommended in-service training for teaching technical subjects, as well as providing the desired atmosphere and organizational culture management expert held.

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