

## Analysis of Job Satisfaction and Professional Commitment between Staffs

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### ABSTRACT

**Aim:** The main aim of this study is analysis of job satisfaction and professional commitment between staffs in Kermanshah.

**Materials and methods:** This study is according to descriptive analysis and reaching branch and information gathering tools is questionnaire and for assessing job satisfaction we use briefed and worth 18 questionnaires and for analysis of professional commitment and organizational commitment receive 83% static and 87% from job satisfaction questionnaire, because cronbakh in both question air is more than 0/7 so both question air necessary static. Sample population volume 150 subjects from Private Banks in Kermanshah and according to sampling random way some of them had been chosen a stoical population and finally we collected 18 questionnaires.

**Findings:** For determining normality of data we use kolomogrove – sminoroph test and results of tests confirm normality of data so meaningful relationship between them had approved.

**KEYWORDS:** job satisfaction, organizational commitment, professional commitment.

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### INTRODUCTION

In today world, that is organization world, human resources are as one of valuable organizational resources, and are one basic axis of organization activities and play important role to reaching organizations aims. Human resources give proper meaning and concept to organization and prepare proper condition for growing. Lester taro states that one of most important competitive advantages for organizations in third minimum is wise and knowledge of human he believes that oil and human resources cannot create wealth but human wise and knowledge can direct society to growing. If human wants play a role in this new challenge there is no way just improving their knowledge on the other hand one essential element and production on are communities and organizations. We must adopt situation technically , physiologically and economical states was such a staff satisfaction and fair ness in paying wages according to their work (1).

Now satisfied staff and creative staff with loyal human resources are important organizational scoured , so with regard to staff needs and how replay them we can answer to satisfaction between staff and so improve organizational commitment between them organizational commitment and professional commitment has potential effects on organizational behavior and can predict effectiveness of organization . Williams and Herzl states there are an obvious relationship between job satisfaction and commitment and is prerequisite of commitment. Organizational commitment with drop out has indirect relationship (2).

Porter and co finds that Organizational commitment with drop out and absence in work has indirect relationship (3). With regard to stated materials main direction for researches is if job satisfaction with organizational commitment in Private bank of Kermanshah is there any relationship or nor.

#### Job satisfaction

Also said that happy staff is effective staff and are happy staff s and happy staff must satisfy with the job satisfaction importance is for that half part of staff life is in their job place. Job satisfaction is staff positive sense and views to their job and someone say has high level Job satisfaction means that he really loves her job and has positive sense to his work and his work is valuable, results shows that staff who have high Job satisfactions has better physical fitness and mind fitness (4) .

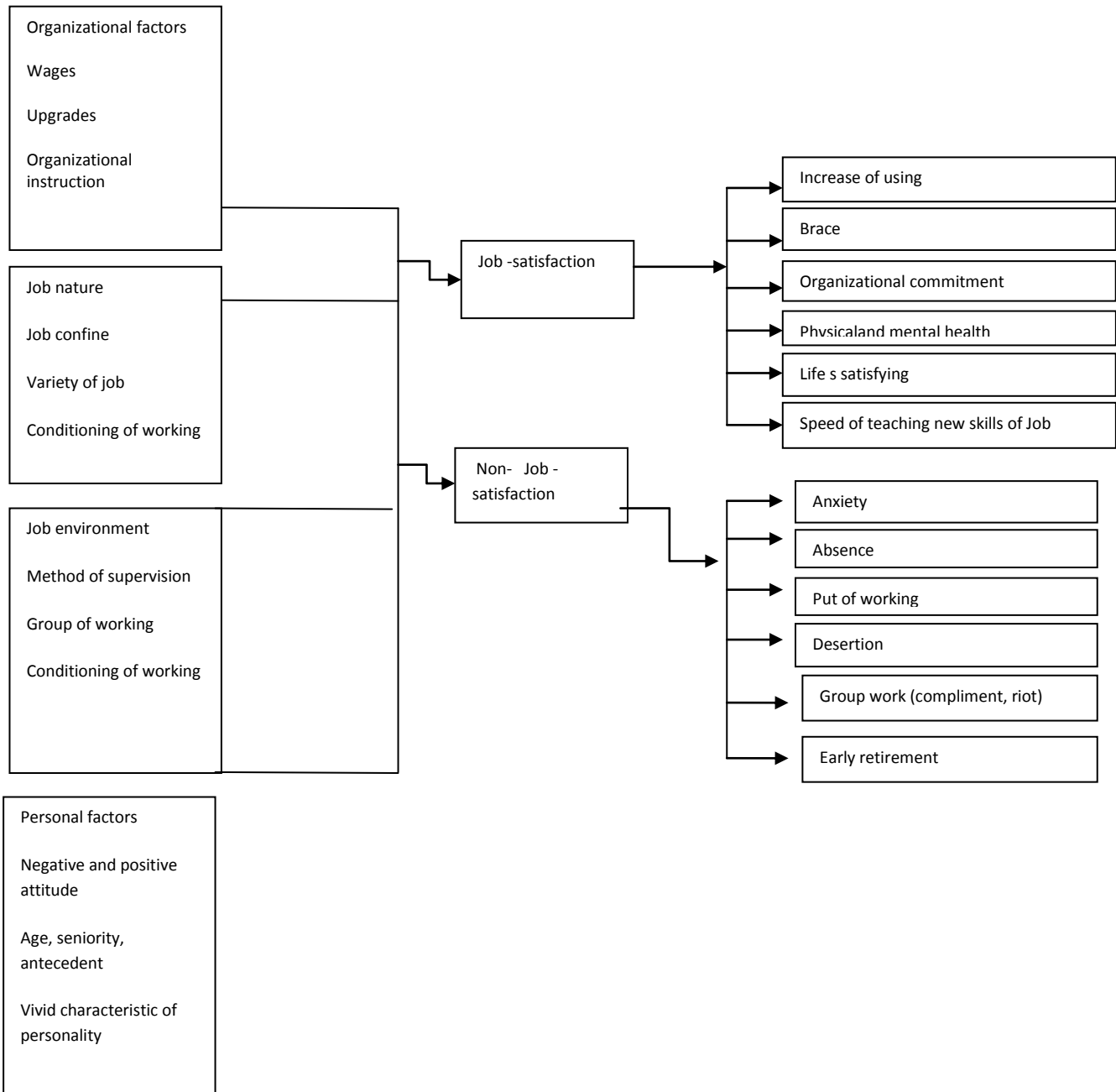
And with redesigns of job management can improve, Job satisfaction as a result of staff understanding and concept of that job is valuable for staff. Job satisfaction is positive emotional sense for analysis of people job. This positive

sense can help to physical and mental health of people and in organizational view can reflect good organization atmosphere so can attract staff to itself. lot of job and hob environment characteristic is offended by it , and with resign of job management can improve job satisfaction , another environmental factors that offends an job satisfaction are : job complexity and working spouses (5) .

Research shows that high job complexity cannot be more than skills and capability of staff has direct relationship with job satisfaction , also research show that for some married men having staff wife out of home there is negative relationship with job satisfaction and general satisfaction from life. Personal characteristic and working view and been affected by: age, sex, nationality, wise using skill and experiences. Although such factors cannot change with organization , for anticipating job satisfaction in different groups can be used . In general we can categorize effective variable on job satisfaction (6):

- 1 – Organizational factors.
- 2 – Environmental factors.
- 3 – Work nature.
- 4 – Personal factors.

These factors have been show in shape 1.



### **Effective factor on job satisfaction**

These factors can improve effectiveness of people and insure physical and mental health between staffs. If staffs satisfy from their life and learn life skills more and more, dis satisfying with job cause reducing mental health that is insufficient in working environment . Managers must supervise mental health of staff s continually (7).

For some workers , job satisfaction is constant factor and these people deal with job characteristic specially individual job , any changes is post , wages and working environment have not any effect in these people in job satisfaction , and their tend and satisfaction of their job change a bit (8).

Research is relate to different job satisfaction that contain personal view to it , That may describe different people .stone study on 39 graduated men from working fulltime describes job satisfaction as follows(9):

- 1 – Totally life satisfaction, high satisfaction from job and any work
- 2 – Compensated in non – work, high personal satisfaction, and low job satisfaction.
- 3 - Compensated in job, unsatisfied from work and non-work activity.
- 4 – Totally unsatisfied from work environment and wages.
- 5 – Unsatisfied from life, low satisfaction from job and non job related works.

These information shows that staffs who are totally satisfied tend to remain on their job and compensatory people on job tend to change their jobs. Some studies shows that job satisfaction can lead to satisfaction all aspect of life. Those who have positive view to job tend to think about their family and personal life positively also information from black men and women and men and women with shows that for all these groups there is a positive relationship between their job satisfaction and life satisfaction.

### **Organizational commitment**

Organizational commitment is a statistic which has many different meaning, for example marrow 1999 defining more than 25 concepts for Organizational commitment. Porter and *et al* 1974 define commitment as rate of belongings sense of people to organizations and identify them solves with i.e. they use from tendency, determining value of organization of staffs to work for measuring. Buchanan also 1974 define it as “rate of emotional belonging to followers of organizations to aims and values organization with regarded to their role aims and values that is for organizational and personal benefits. One of studies shows that had been donator multi factors by mere and Allen. There are three kinds of commitment from their point of view (10):

- 1 – Affective commitment

That point to emotional belonging of staffs of organization and sense, and some workers have affective commitment like to remain in organization and is one of their aims.

- 2 – Continuance commitment

Is related to benefits and costs of staying in organizations, Staffs that continuance commitment remains in organization that drop out of i.e. always staff that has continuous commitment remain in organization that drop out of has high costs for them.

- 3 – Normative commitment

Point to necessity of remaining staffs which remain in organizations till their remaining is correct.

So organizational commitment is related to loyalty of staff and determined by people to organization success and welfare.

Also show that who have high organizational commitment have more tendency to civilian behavior.

### **Professional commitment**

Terms of professional commitment is get from psychology and developed from most common professional commitment and has some direct like organization commitment (11).

And related definition to professional commitment is different from doing staff responsibilities to importance of job in person’s life (12).

Professional commitment is one of important factors that determining behavior or of persons and consider from management and training environment. Professional commitment is a rate of working standard, Vales co. Definition from professional commitment like Allen and manner from organization commitment, this researcher determine 3 dimension for affective, continuous and normative commitment define professional commitment define professional commitment is sense of identifying and necessity to continuous work in a job and high responsibility (13).

**Research aim**

Here regarded to job satisfaction and professional commitment and organizational commitment for staffs, we have follow aims:

- 1 – Analysis of relationship between job satisfactions with organizational commitment.
- 2 - Analysis of job satisfaction and professional commitment
3. Introducing some solution for improving organizational commitment regarding to findings.

**RESEARCH METHOD**

In this research, researcher wants to determine job satisfaction and It’s relation with organizational commitment and professional commitment of staffs in private banks of Kermanshah, This research is kind of descriptive and comparative analysis. Number of statically population is 150 subjected from private. Sample in this research is 74 subjects:

Necessary information collected in 2 ways:

**Library method**

In this method for collecting information from subject matter and background of books thesis and articles , data base and internet resources .

**Square method**

In this method we use some tools with journalism for designing question air and analysis of data. 2 kinds of question air had been used one of common tools is direct method for collecting data and for analysis of variable we use two kinds of questionnaire.

Civilization and complicated for an analyzing organizational and professional commitment and analysis of job satisfaction. Organizational commitment question air and professional commitment contains 27 items. Documents for these question air is based on 17 great international referee view , this question air execute on 91 students and results shows that correlation coefficients is 92% .

**Research findings**

In this research for test of Hypothesis first we must determine normality of distributed date , normality and non normality of data can be shown by kolomogroove – Smirenoph test that their results shows in bellow tale :

Table 1 : kolomogroove – Smirenoph test

$H_0: \rho=0$	Observations distribution obey from normal distribution			
$H_1: \rho=1$	Observations distribution do not obey from normal distribution			
conclusion of test	Amount of sig	Test statistic	Number of sample	Variable
Normal distribution	0.278	0.993	78	Jab satisfaction
Normal distribution	0.809	0.639	78	Organizational commitment
Normal distribution	0.280	0.991	78	Professional commitment

As we show from table 1 rate of test is 0.05 and according to zero hypothesis , normality of data is not meaning normality of data so it is rejected . Therefore with regard to normality of data we use Spirman correlation co efficient.

## Conclusion

Job satisfaction is one of main subject of main subjects in human resource management. This hypothesis is proved and job satisfaction in organization is most efficient strategy in keeping human resources. With regard to this subjects , job satisfaction analysis of professional commitment and professional commitment in privet bank of Kermanshah , we introduce two main hypothesis . So results show that there is positive relationship between job satisfaction and Professional commitment that confirm post researches.

With regarded to aims of research and results propose some notes:

- 1 - With regarded to job satisfaction relationship to Professional commitment, we propose job satisfaction to consider more to increase their organizational and professional commitment.
- 2 - We propose that consider to factors which increasing organizational and professional commitment.
- 3 – Do each work in responsibility of staff and fast decision making.
- 4 – Encourage of staff to improve their effective view in planning of action and activities in organization.
- 5 – Design and planning of training terms and effective programs according to job and capabilities needs of staffs .
- 6 – Reaction to staff in front of their job activities , so in this way staff can be aware of their strengthen weakness , and try to reach themselves to proper condition .
- 7 – Propose to managers and planner in banks of consider to other factors to increase organizational commitment of staff in organization.

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