



Evaluation of the Empowerment Affecting Factors role in Job Satisfaction- Case study: The Staff at the Ayandeh Bank

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ARTICLE INFO

Article history:

Received: 6 April 2017;

Received in revised form:

7 May 2017;

Accepted: 13 May 2017;

Keywords

Empowerment,
Job satisfaction,
Employees,
Ayandeh banks.

ABSTRACT

Necessary to achieve the objectives of the organization, the most valuable resources. In this context, growth, progress, prosperity, and enhance the capabilities of employees, as employee empowerment, has been of interest to scholars and experts. The influence of the factors affecting empowerment, job satisfaction and, as a case study, the staff at the Ayandeh bank , using the so-called solidarity, and through the analysis questionnaire. In this study, the model of empowerment Spreitzer, has been considered. The sample size of the study population according to the investigations, about 460 people-are, according to Cochran formula, was estimated at 210 people. To collect information from the sample, and to test the hypotheses is set to the survey, the survey, a total of 30 questions designed to the 17 questions translated questions Spritzer, and according to the Terms, the Ayandeh bank , have been implemented, as well as questions 1 to 13, separately, related to employee job satisfaction, according to Susan Linz model is used. In this study, after collecting data, regression testing, to determine the extent and degree of the relationship between two variables is used. Results indicate that, competence and job satisfaction of the staff at the Ayandeh bank , self-organizing job satisfaction, effectiveness and job satisfaction, meaningful sense of job satisfaction, and trust others with job satisfaction, respectively, significantly 0.000, 0.000, 0.000, 0.000, 0.000, influence, and so all hypotheses of the study were approved

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Introduction

Empowerment is the healthiest way to other employees involved in power. In this way, confidence, energy, pride, commitment and self-reliance in individuals, is created, and a sense of participation in corporate affairs increased, ultimately improving performance, followed (Nerdrum& Erikson, 2001: 89).

Job satisfaction in the workplace leads to innovation, creativity at work, improve service, reduce employee turnover, increase mental health of employees, followed by increasing employees' health. Job satisfaction, part of the pleasure of life, work around the human emotions, in effect, the same as jobs a major part of life, so job satisfaction in the happiness of human life has influence (Saatchi, 2011, 53). After tens of years of experience, the world came to the conclusion that, if an organization wants to be a leader in economic and business affairs, and not fall behind in the competition, must be skilled manpower, creative and motivated is important. Human resources constitute the real wealth of an organization. Between human capital and productivity in organizations, there is a direct relationship. Successful firms of the major concerns of the world, collecting educated human capital, and wisdom, which is able to make a difference in their respective organizations. A successful organization, a set is composed of people educated, ideas and common goals, with the team working under flexible organization, experience and knowledge, the love of the progress of the organization, the management puts

so per person, compared organization and a task that does will feel ownership. Using the potential of human resources, for any organization, is a huge advantage. The productivity of the individual, the potential of individuals, in order to improve the organization, and to act out the potential and talents of prodigious in the building, can improve the organization will be provided, so necessary to achieve the objectives of the organization, effective resources is valuable. In this context, growth, progress, prosperity, and enhance the capabilities of employees, as employee empowerment, has been of interest to scholars and experts (sajedi, 2007: 66). This study for the first time, the staff will accept Ayandeh Bank, and its findings can empower Ayandeh bank staff, across the country benefit from that, this new research directions considered it comes.

Research History

Monavarian and Niazi (2006), factors affecting the empowerment of staff management and planning, tested. The findings indicated that, empowerment, capacity to exploit the potential of the source of human capital capabilities, creates. Leadership, organization, use this tool to improve employee productivity, and improve enterprise use.

Ghanbari (2007), a study to examine the factors as the empowerment of human resources, corporate operations and water distribution Golestan province has done. The results obtained show that, between the level of service training of staff, empowered employees, job enrichment, motivation and personal, the exercise of employee involvement and

management style, and the potential is there.

Mohammadi (2007), in research as ways to assess employee empowerment of Birjand University, said he, job enrichment, delegating, performance-based bonuses, management, participation in formation of working groups, considered as the main means of empowerment.

Hypothesis

1-Emotional competence in job satisfaction of the staff at the Ayandeh bank effective.

2. Self-Organizing in satisfaction of the staff at the Ayandeh bank effective.

3- Effectiveness feeling in job satisfaction of the staff at the Ayandeh bank effective.

4-Meaningfulness in the job satisfaction of the staff at the Ayandeh bank effective

5-Confidence to another in job satisfaction, at the staff Ayandeh bank effective.

Method

The influence of the factors affecting empowerment, job satisfaction as a case study, the staff of the Ayandeh bank , using the so-called correlation, and analysis via a questionnaire stems. In this study, empowerment, Spreitzer The model is intended. Dimensions of empowerment, based on Spreitzer include: 1. a sense of competence, self-regulating 2-, 3- feel effective, meaningfulness 4, and 5 are designed to trust others. And the independent variable of the study, and the dependent variable, job satisfaction is, sample size, according to the population of the study, approximately 460 of them are, according to Cochran formula, equal to 210, respectively. To collect information from the sample, and to test the hypotheses is set to the survey, the questionnaire a total of 30 questions, designed the 17 questions translated questions Spritzer, and according to the Terms of Use at Ayandeh bank , matching were also questions 1 to 13, separately, the job satisfaction of employees, according to Susan Linz models have been used. In this study, after collecting data from test to test, Pearson (Pearson), to determine the extent and degree of the relationship between two variables is used.

Findings

1. Hypothesis 1: sense of competence in job satisfaction of the staff at the Ayandeh bank effective.

The first step is the definition of statistical hypotheses

H1: sense of competence in job satisfaction of the staff at the Ayandeh bank effective

In other words, $50\% \leq P H_1$:

H0: sense of competence in job satisfaction of staff at the Ayandeh bank is not effective

05 In other words, $\% > : P H_0$

Table 1. Effect coefficients of the regression of first hypothesis.

Model	Non-standard factors		Standardized coefficients	T	Sig
	B	standard error	Beta	B	Sig
Staff Job Satisfaction	2.651	.134		19.725	.000
sense of competence	.092	.041	.0152	2.219	.028

Significant factor for variable sense of competence, with the valued (0/028), the error is significantly smaller than 05/0, and show the influence of the sense of competence, job satisfaction Ayandeh Bank's staff. 0/52 beta coefficient indicates that, change a standard deviation, the variable sense of competence, changes in job

satisfaction, it is. So we can say that sense of competence, job satisfaction of the staff at the Ayandeh bank is effective.

2. Hypothesis 2: Self-Organizing, in satisfaction of the staff at the Ayandeh bank effective.

The first step is the definition of statistical hypotheses

H1: Self-Organizing, in satisfaction of the staff at the Ayandeh bank effective.

In other words $50\% \leq P H_1$:

H0: Self-Organizing, in satisfaction of the staff at the Ayandeh bank is not effective.

In other words, $\% > : P H_0$

Table 2. Effect coefficients of the regression of 2 hypothesis.

Model	Non-standard factors		Standardized coefficients	T	Sig
	B	standard error	Beta	B	Sig
Staff Job Satisfaction	2.495	.150		16.690	.000
sense of competence	.155	.051	.207	3.049	.003

Significant factor for Self-Organizing variable (0/003), the error is significantly smaller than 05/0, and show the influence of organized later, the job satisfaction of the staff at the Ayandeh bank is. 0/207 beta coefficient indicates that, change a standard deviation in the Self-Organizing variable, the change in the variable is job satisfaction. So we can say, self-regulating in job satisfaction among staff at the Ayandeh bank effective.

3. Hypothesis 3: effectiveness Feel in job satisfaction of the staff at the Ayandeh bank effective.

The first step is the definition of statistical hypotheses

H1: effectiveness Feel in job satisfaction of the staff at the bank effective Ayandeh

In other words, $50\% \leq P H_1$:

H0: effectiveness Feel, job satisfaction of the staff at the Ayandeh bank is not effective

In other words, $\% > : P H_0$

Table 3. Effect coefficients of the regression of 3 hypothesis.

Model	Non-standard factors		Standardized coefficients	T	Sig
	B	standard error	Beta	B	Sig
Staff Job Satisfaction	2.691	.125		21.534	.000
sense of competence	.084	.041	.0142	2.066	.040

Significant factor for effectiveness Feel variable (0/040), the level of error is significantly smaller than 05/0, and highlights the impact felt in effectiveness, job satisfaction of the staff at the Ayandeh bank is. 0/142beta coefficient indicates that, change a standard deviation, the feeling variable effectiveness, changes in job satisfaction, it is. So we can say, feel effective, the job satisfaction of the staff at the Ayandeh bank effective.

4. Hypothesis 4: meaningfulness, the job satisfaction of the staff at the Ayandeh bank effective.

The first step is the definition of statistical hypotheses

H1: meaningfulness in job satisfaction of the staff at the Ayandeh bank effective

In other words $50\% \leq P H_1$:

H0: meaningfulness in job satisfaction of the staff at the Ayandeh bank is not effective

05 In other words, $\% > : P H_0$

Table 4. Effect coefficients of the regression of first hypothesis

Table 1 effect coefficients of the regression of first hypothesis	Table 1 effect coefficients of the regression of first hypothesis	Table 1 effect coefficients of the regression of first hypothesis	Table 1 effect coefficients of the regression of first hypothesis	Table 1 effect coefficients of the regression of first hypothesis
	Table 1 effect coefficients of the regression of first hypothesis	Table 1 effect coefficients of the regression of first hypothesis	Table 1 effect coefficients of the regression of first hypothesis	Table 1 effect coefficients of the regression of first hypothesis
Staff Job Satisfaction	Table 1 effect coefficients of the regression of first hypothesis	Table 1 effect coefficients of the regression of first hypothesis	Table 1 effect coefficients of the regression of first hypothesis	Table 1 effect coefficients of the regression of first hypothesis
trust to another	Table 1 effect coefficients of the regression of first hypothesis	Table 1 effect coefficients of the regression of first hypothesis	Table 1 effect coefficients of the regression of first hypothesis	Table 1 effect coefficients of the regression of first hypothesis

Table 5. Effect coefficients of the regression of 4 hypothesis.

Model	Non-standard factors		Standardized coefficients	T	Sig
	B	standard error	Beta	B	Sig
Staff Job Satisfaction	2.663	.0143		18.632	.000
sense of competence	.090	.045	.0137	1.989	.0408

Significant factor for variable significant feeling of being valued (0/048), the error is significantly smaller than 0505, and highlights the significance of the impact felt in the job satisfaction of the staff at the Ayandeh bank has it. 0/137 beta coefficient indicates that, change a standard deviation, the variables meaningfulness, changes in job satisfaction is variable. So we can say, meaningfulness, the job satisfaction of the staff at the Ayandeh bank effective.

5. Hypothesis 5: Trust in others in job satisfaction of the staff at the Ayandeh bank effective.

The first step is the definition of statistical hypotheses

H1: trust to another, job satisfaction, staff at the Ayandeh bank effective.

In other words, $50\% \leq P H_1$:

H0: trust to another, job satisfaction, staff at the Ayandeh bank is not effective.

In other words, $\% > : P H_0$

Significant factor for variable trust to others, valued (0/002), the error is significantly smaller than 0/05, and show the influence of the trust in others, the job satisfaction of the staff at the Ayandeh bank is. 0/212 beta coefficient indicates that, change a standard deviation, the variable trust in others, a change in the variable is job satisfaction. So we can say, trust in others in job satisfaction among staff at the Ayandeh bank effective.

Conclusion

The results of the research hypotheses, using regression analysis showed that, competence and job satisfaction of the staff at the Ayandeh bank, self-organizing job satisfaction, effectiveness and job satisfaction, meaningful sense of job satisfaction, and trust others with job satisfaction, respectively, with a significant amount of 0.000, 0.000, 0.000, 0.000, 0.000, influence, and so all hypotheses of the study were approved.

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