



## Human Resource Management

*Elixir Human Res. Mgmt.* 64 (2013) 18995-18997

**Elixir**  
ISSN: 2229-712X

### Job Satisfaction and Professional Commitment

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#### ARTICLE INFO

##### Article history:

Received: 11 April 2013;

Received in revised form:

25 October 2013;

Accepted: 31 October 2013;

##### Keywords

Job satisfaction,

Organizational commitment,

Professional commitment

#### ABSTRACT

The main aim of this study is analysis of job satisfaction and professional commitment between staffs in Kermanshah. This study is according to descriptive analysis and reaching branch and information gathering tools is question air and for assessing job satisfaction we use briefed and worth 18 question airs and for analysis of professional commitment and organizational commitment receive 83% static and 87% from job satisfaction question air , because crownbakh in both question air is more than 0/7 so both question air necessary static. Sample population volume 150subjects from privet banks in Kermanshah and according to sampling random way some of them had been chosen a stoical population and finally we collected 18 questions airs. 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.

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#### Introduction

In today world, that is organization world, human resources are as one of valuable organizational resources, and is one basic axes 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 believe 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. 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 (pat 1376) organizational commitment and professional commitment has potential effects on organizational behavior and can predict effectiveness of organization . Williams and Herzl states there is an obvious relationship between job satisfaction and commitment and is prerequisite of commitment (Tamilson and Jankiz 1376) .Organizational commitment with drop out has indirect relationship (Karim zadeh 1378)

Porter and co finds that Organizational commitment with drop out and absence in work has indirect relationship (Harimzadeh 1378).

With regard to stated materials main direction for researches is if job satisfaction with organizational commitment in privet 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 () and with redesignn 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 (13hagat 1982) .

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. (fosam et al 1998)

1 – Organizational factors

2 – Environmental factors

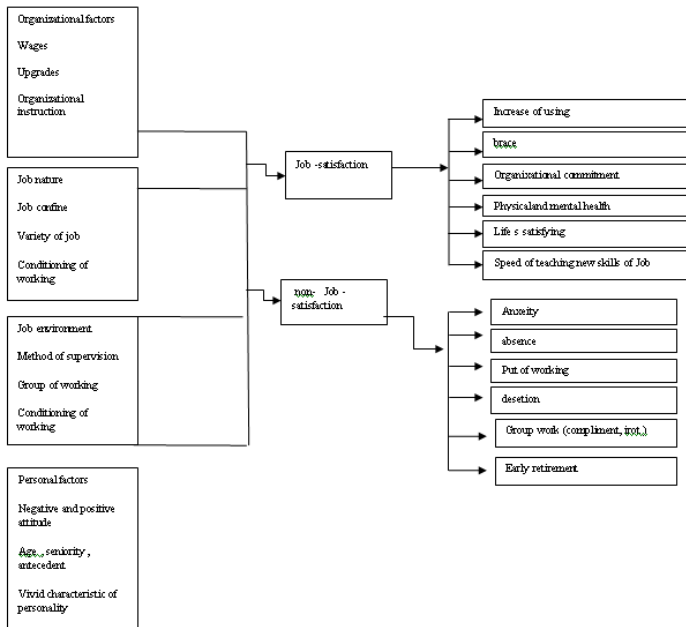
3 – Work nature

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 (Norman 2006)



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 (Eskilesen et al 2004).

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

- 1 – Totally life satisfaction, high satisfaction from job and any work
- 2 – Compensated in non – work, high personal satisfaction, 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. Pourter and et al 1974 define commitment as rate of belongings sense of people to organizations and identify themselves 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 iv aims and values that is for organizational and personal benefits. One of studies shows that had been donegor multi factors by mere and Allen. there is three kinds of commitment from their point of view:

**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.

**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 ie has high costs for them.

**Normative commitment**

Point to necessity of remaining staffs which remain in organizations till their remaining is correct (Makkona 17:2003)

So organizational commitment is related to loyalty of staff and determined by people to organization success and welfare (Moghimi 392:1388)

Also show that who have high organizational commitment have more tendency to civilian behavior (Bolton 1997)

**Professional commitment**

Terms of professional commitment is get from psychology and developed from most common professional commitment (Hall 2005) and has some direct like organization commitment (Her, 2005) and related definition to professional commitment is different from doing staff responsibilities to importance of job in person’s life (2002, 557).

Professional commitment is one of important factors that determining behavior or of persons and consider from management and training environment (Cannon 8 pillar, 2008) Professional commitment is a rate of working standard (Jones, 2000), Valles 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 (Osinsky 8 Mueler 2004)

**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 satisfaction with organizational commitment in Kermanshah pivot banks.
- 2 - Analysis of job satisfaction and professional commitment in Kermanshah pivot banks.
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 pivot banks of Kermanshah, This research is kind of descriptive and comparative analysis. Number of statistical population is 150 subjected from pivot. Sample in this research is 74 subjects:

$$X = \frac{(100)^{(1/97)}(0.5)(0.5)}{(0.5)^{(100-1)} + (1/97)^{(0.5)(0.5)}$$

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 question air. Civilization and complicated for an analyzing organizational and professional commitment and analysis of job

satisfaction. Organizational commitment question air and professional commitment contains 27 item. 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% . (Helliegal 1998).

Using test are Kollomogroove – Smirenooph test and spirman correlation coefficient.

**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 table :

**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 .

With regarded to aim of research, results are as follow:

**Hypothesis test:**

First man hypothesis:

There is meaningful relation between job satisfaction and organizational commitment in privet bank of Kermanshah.

Stoical hypothesis is as follow :

There is not any meaning full relationship between organizational commitment in privet bank of Kermanshah.

$H_0: \rho =$

There is meaning full relationship between job satisfaction and organizational commitment in privet bank of Kermanshah.

$H_1 = \rho \neq \cdot$

In privet bank of Kermanshah confidence level is 95% equals to 0.016 and lower 0.05 so , 40 is rejected and beyond 5

percent  $H_1$  is confirmed , in other word between job satisfaction and organizational commitment confidence level is 95% .

**Second main hypothesis test:**

There is a meaningful relationship between job satisfaction and Professional commitment in privet bank of Kermanshah.

We have below stoical hypothesis:

There is not any meaningful relationship between job satisfactions in privet bank of Kermanshah  $H_0: \rho =0$

- There is meaningful relationship between job satisfaction and Professional commitment in privet bank of Kermanshah.  $H_1 = \rho \neq \cdot$

So confidence level is 0.01 and  $H_0$  is rejected and more than this level  $H_1$  is confirmed.

**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.