

Relationship between Job Satisfaction and organizational commitment (Case Study: organizations Yazd)

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Abstract: On the threshold of the third millennium of human civilization and technology and outstanding special features, and science and technology are widely and quickly goes and encompass of life and human civilization and faced with complex personal and social problems requires a new approach. One of these new approaches, especially in organizations is professionalism and commitment principles. Professional Job Satisfaction and organizational commitment are the most principles. This study aims to investigate the interactions of the components of professional Job Satisfaction and organizational commitment in YAZD Governors. The method used in this study is a survey questionnaire data and using simple random sampling method was collected from 183 employees of YAZD governor. To assess the reliability use the cronbach s coefficient. Data were analyzed using SPSS statistical software. Professional Job Satisfaction was measured in standard questionnaire of 16 items. The findings indicate that organizational commitment and professional Job Satisfaction too moderate and in general were between organizational commitment and professional Job Satisfaction and accountability, truthfulness, fairness, loyalty and there is no interface relationship between organizational commitment and superiority of racing.

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Introduction

On the threshold of the third millennium (the fourth decade of revolution) that science, technology and human civilization have been made special and distinctive features, and science and technology widely and rapidly is progressing on field of the life and human civilization, a new approach is required in encounter with complex personal and social issues. Having and obligating to order of principles of professionalism, One of these new approaches particularly in the organizations. Professional Ethics and organizational commitment is the most important these principles.

Professional associations, principles of professional ethics, which is like the conscience of the awake, performance and results of monitoring and controlling the behavior of members of the profession, codified to present a clear image of the exact nature of profession and domain of their activities to professionals with responsibility and full commitment pay to the community issues and ethics principles observe governing on the profession and adhere to it because the responsibility and obligation is from adherence and principle observance of the ethics (salamati, 2009:1).

Literature

Given the importance of ethics and commitment in the field of human resources, a number of researchers have focused on research in this field. In the following we will refer to some of these studies:

namazi (2009) conducted a study entitled "The relationship between Islamic work ethics and its impact on attitudes toward organizational change Payam Noor University, Shiraz," the results are as follows:

The statistical society of the study is all staff in Shiraz University of Payam Noor that their number at the start time this study has been with the population of over one hundred fold and samples with equal society. part of result this study indicate that between Islamic work ethic and commitment exists positive and significant relationship . The other part of the results of this study showed that the relationship between the work ethic of the individual components of organizational commitment (affective commitment, normative and continuous) is also positive and significant.

- Bahrifar and Gavaherkamel (2010) Research with title "to investigate the consequences of islamics ethics values (with organizational justice study, organizational commitment and organizational citizenship behavior)" carried out that summary of the results of this study are as follows:

Ethical behavior and ethics values is an important topic in many research is related to business ethics. All values are the foundation of the organization, its values. These values help to establishment and keep the standards that could lead to the desired organization impact of the proceedings. In particular, when the standards or values of the widely popular among its members to increase organizational success.

In this article we have tried to examine the implications of organizational values (organizational justice, organizational commitment, organizational citizenship behavior and moral behavior) and the relationships between them are discussed. The results show that the organization ethics values have a positive impact on procedural justice and distributive justice. Procedural justice and distributive justice also has a positive effect on organizational commitment. Organizational commitment to positively impact the ethical behavior of employees. Also, the ethical behavior has a positive impact on the chivalry dimension and altruism OCB.

Khosravi and Rezaei (2011) research with title the relationship between professional ethics and organizational commitment and job satisfaction of teachers in the Arsanjan carried out that abstracts do it as follows:

The research of all teachers in the city Arsanjan 400 teachers are included. 150 employees were selected category randomly. Data for this study were collected using ethics questionnaires, organizational commitment and job description of the indicators. This research is given to the nature and the nature of the cross-correlation. According to the research hypotheses Data analysis indicated that there was a significant relationship between profession ethics and organizational commitment and job satisfaction, but no significant relationship between professional ethics. Also, the ethics was related to dimensions of organizational commitment, ethics was related to the supervisor dimension of job satisfaction. There was relation between International dimensions of organizational commitment and job satisfaction relationship. Job satisfaction and organizational commitment of 5% of the variance in predicting the course of commitment to professional ethics in higher than anticipated. In addition, female and male teachers in terms of professional ethics and job satisfaction had no significant difference. but, the average commitment female teachers as significantly was more male teachers.

Randall and Kat (1991) did in research on entitled the relationship between ethics and organizational commitment among employees of the university. Multivariate model of job commitment provided that communication between organizational commitment, job bumps, transplant team at work, job involvement and would provide specific professional ethics. The results indicate that there is a significant relationship between ethics and organizational commitment.

Saks et al (1996) conducted a study entitled "The relationship between ethics, professional attitude and a desire to leave the profession in the service of the staff".

In this study, the relationship between ethics, professional attitude and inclined were examined to quit a job in the personnel service organizations. Results showed that the more strong belief in ethics with job satisfaction and organizational commitment directly and indirectly are less willing to leave the employment relationship.

Model "Meyer and Allen»

The general acceptance of multidimensional models and research organizations over the past 23 years, Allen and Meyer used a three-dimensional model. Meyer and Allen, their model based on similarities and differences observed in the one-dimensional concept of organizational commitment was made, before that it was the discussion of organizational commitment. The general discussion was to link one's commitment to the organization, and therefore, this link will reduce the likelihood of turnover. They distinguish between three types of commitment, distinguish Affective commitment refers to the emotional attachment to the organization. Ongoing commitment to wanting to stay in for because of the costs of the leave of the organization or resulting rewards of staying in the organization. Finally, normative commitment reflect a sense of obligation to remain in the organization as a member reflects; In fact a moral belief and commitment create this sense that to remain in the organization is right and moral. Each of the various forms of commitment to the organization and connects differently affects the behavior of employees in the workplace (Shahnawaz and Jvyal, 172: 2006). Figure (2-6) scale model of Allen and Meyer and variables that affect the size, is shown.

Hypotheses

The hypothesis of this study can be summarized as follows:

- There is relationship between organizational commitment and professional Job Satisfaction Yazd County.
- There is relationship between organizational commitment and the responsibility of professional Job Satisfaction Yazd County.
- Is there relationship between the level of organizational commitment by the applicable professional Job Satisfaction Yazd County?
- Is there relationship between the level of commitment to the Job Satisfaction of professional justice and fairness to the Governor of Yazd?
- Is there relationship between the level of organizational commitment and loyalty to the governor's professional Job Satisfaction Yazd?
- Is there relationship between organizational commitment and the hegemony professional Job Satisfaction Yazd County?

Methods: The sample

This study, is descriptive _survey research that aims to describe the phenomenon of professional Job Satisfaction and its components and organizational commitment. Since in this paper we attempt to analyzed the relationship between variables (components of professional ethics and commitment) analysis, the correlation method, including descriptive research methods were used.

All employees, governors and deputy governors of Yazd, constitute the study sample. Based on information from the public relations of the Governor of Yazd, the number the time of this study is about 345 people. In this study, the sample size was calculated using Morgan. Given the number of members of the society and the Morgan sample of approximately is 183 people. For selection due to the limited availability and systematic sampling was used in the statistical society. That refer to the organization, after explaining and talking with members of the sample, sample members were given questionnaires. After filling in the questionnaire and return it by the respondents of the questionnaire were analyzed.

Data

In this study on the three questionnaires were used to collect data.

A: footing factors: This questionnaire is a validated questionnaire to measure personal characteristics, such as the study subjects such as age, sex, type of employment, history, etc...

B: profession Job Satisfaction: the second questionnaire, to assess the professional ethics are explored. This 16-item questionnaire developed by the characteristics of Kadvyrz dependent to ethics is discussed. 8 components has (professional ethics component with 8 measures). That items relating to each component are as follows:

Table 1. Factors related items Professional Job Satisfaction

Components	Items
Responsibility	1-2
Being honest	3-4
Justice and equity	5-6
Loyalty to others	7-8
Hegemony and racing	9-10

This questionnaire is designed in the form of 5 choice Likert spectrum, from very low to very high option. To score this questionnaire is a number assigned to each option. This means that very little option is devoted number 1, little option number 2, the average option number 3, high option number 4, very much option number 5. To obtain a score for each subject we are together the scores that obtained from each

item. so each subject obtains varies score between 16 to 80 in Business Ethics.

C. Organizational Commitment Questionnaire: Another questionnaire was used in this study, is a questionnaire Organizational commitment. The questionnaire was designed by Allen and Meyer (1984) and has been used by diverse researchers in Iran. The questionnaire consisted of 24 questions that organizational commitment is measured in three dimensions. Items related to each dimension are as follows:

Table-2-items associated with the components of organizational commitment

Components	Items
Affective commitment	1,2,3,4,5,6,7,8
Continued commitment	9,10,11,12,13,14,15,16
Normative commitment	17,18,19,20,21,22,23,24

Above questionnaire is designed as well as on regular basis 5-choice Likert scale options from completely disagree, disagree, have no idea, agree and I agree completely. Most questions have a positive content and is awarded order of the options above values 1, 2, 3, 4 and 5. But the question 4, 9, 14, 15, 17 and 18 of the questionnaire, the theme was negative and grading will be the reverse of this form of options completely disagree, disagree, have no idea, agree and I completely agree with the 5, 4, 3, 2 and 1.

Reliability and validity of assessment tools and collecting information

for validity of two questionnaire used in the study was used experimental performance on a random sample. Therefore, 30 questionnaires were distributed among participants and then collected and using Cronbach's alpha, professional Job Satisfaction 85/0 reliability and validity of the questionnaire was 80/0 commitment was obtained. Face and content validity of the questionnaire has been approved by the relevant authorities. About Allen and Meyer organizational commitment questionnaire using Cronbach's alpha reliability of the questionnaire by 71/0, respectively. The Al Agha in 2007 in his study of the reliability of the 1/69 cent announced.

The number (five) of experts and advisors and counselors were related fields, observe two above instruments to and its validity was confirmed.

The method of analysis of data collected

To analyze the data in this study, two methods of descriptive and inferential statistics were used. For

this, first the frequency of demographic variables with distribution tables and graphs will be evaluated and then hypotheses will be tested. To analyze the data to fit a variety of hypothesis tests such as Pearson correlation coefficient, ANOVA, and chi-square test was used. So for recitation to hypotheses 1, 4, 5 Pearson correlation coefficient will be used. To predict changes in two question, regression analysis is used. ANOVA test will be used to test hypotheses two and three.

Descriptive findings

According to data from the descriptive findings of this research subjects can be discussed and summarized as follows:

Inferential findings

Also, the findings verify hypotheses can be stated as follows:

- The relationship between organizational commitment and professional ethics with a correlation coefficient is significant 0.294 (sig=0.000) and average direct relationship between the two variables. In the sense that increase organizational commitment, professional ethics increases, so there are the hypothesis of ethics, professionalism and commitment of the Governor of Yazd confirmed.
- The relationship between organizational commitment and accountability Job Satisfaction is a significant correlation coefficient 0.342 (sig=0.000) and average direct relationship between the two variables. In the sense that increase organizational commitment, accountability, ethics dimension increases, so there are the hypothesis of commitment with the ethics of responsibility, the County staff Yazd confirmed.
- The relationship between organizational commitment and honest professional Job Satisfaction with a correlation coefficient is significant 0.191 (sig=0.010) a weak correlation between the two variables. In the sense that increase organizational commitment, the true ethics increases, so there is the hypothesis true commitment to the ethics of Yazd County staff confirmed.
- The relationship between organizational commitment and professional Job Satisfaction of justice with a correlation coefficient is significant 0.151 (sig=0.040). There is a weak correlation between the two variables. In the sense that increase organizational commitment, fairness ethics increases, so there is the hypothesis between organizational commitment and organizational commitment to the ethics of justice Yazd County staff confirmed.
- The relationship between organizational commitment and loyalty of Job Satisfaction with a correlation coefficient is significant 0.276 (sig=0.000)

a moderate correlation between the two variables. In the sense that increase organizational commitment, loyalty, ethics dimension increases, so there is the hypothesis between organizational commitment and loyalty to the governor's staff of professional ethics there Yazd confirmed.

- The relationship between organizational commitment and superiority and professional Job Satisfaction racing is not significant (sig=0.955). Therefore, there is hypothesis between organizational commitment and superiority and racing ethics Yazd County staff will not be confirmed.
- The relationship between organizational commitment and respect for others, Job Satisfaction and the correlation coefficient is significant 0.174 (sig=0.019) a weak correlation between the two variables. In the sense that increase organizational commitment, respect for others, ethics dimension increases, so there is hypothesis between organizational commitment and respect for others, ethics staff later yazd confirmed.

The study proposed

Results of this study can be used expressed as a new material in the future by other researchers. In view of the findings of research proposals can be presented as follows.

- Since the index is consistent with the findings of both organizational commitment and professional ethics in Yazd Province is more than average, it can be suggested that the relevant authorities at the Interior Ministry significant experience in the modeling of Yazd Province Governor also extend to other areas. Some of the appropriate measures to facilitate benchmarking in this area is as follows:
- Periodical meetings virtually or in person with the transfer of successful experiences
- Programs to visit field for exchange experiences and observations of the result nearly.
- Transfer of forces interested in Yazd province and other provinces to do the same actions and transition experiences of indigenous.
- The use of social networks based on mobile phone as a framework for the release and transfer of achievements in the field of educational materials and reflections related news.
- The results of this study, the lack of relationship between organizational commitment and professional ethics racing and superiority that was apparently originated in the friendly atmosphere and camaraderie county. However, apparently this is a positive phenomenon, but there may be a negative effect of the relationship on the progressive organization. Therefore, in order to create an environment based on criteria not related authorities take appropriate action.

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