Studying the Relation between Job Satisfaction and Degree of Job Exhaustion of Personnel

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ABSTRACT

Background: Every job has stress but some jobs have much stress and it is because of the kind of job and its responsibilities. Job exhaustion is one of the outcomes of different stresses that are experienced and it is shown in the form of physical signs (headache, stomach ulcer) mental signs (depression, anger) and behavioral signs (absenteeism job drop out). This case finally ventures personnel adjustment from different sides.

Objective: The topic of present research is studying the relation between job satisfaction and degree of job exhaustion of personnel. For this purpose data have been collected by a questionnaire and for describing data factors such as: average standard deviation diagram and correlation coefficient have been used and for inferential analyzing Pearson’s correlation has been used necessary statically processes on the scores have been done by SPSS software. Results: According to our finding most of the people (100 ones) have chosen “medium” choice and “very low” choice has been pointed the least ones. Also paying attention to variance diagram of the two variables and amount and intensity of this relation, it can be said that these two variable firstly have opposite relation with each other because direction of the relation is negative, it means that whatever job satisfaction is “high” degree of job exhaustion is “low”. Its opposite can be true and been use its intensity isn’t so much so in this research these isn’t so relation between these two variables. Conclusion: Result of this paper are in agreement with other paper, this point verify our results and show us that our results can be applicable. Also Among the results the main important factors that have gotten positive votes in the research are interest aptitude and job success and negative votes are mental problems, and relation with colleagues. That should be studied more.

INTRODUCTION

Skillful and trained manpower is the most valuable wealth of every country. Many societies in spite of having rich natural sources because of not having worthy manpower can’t use these divine blessings and spend their times severely. Other nations in spite of shortage of natural sources have achieved well life because they have had skillful manpower. Such nations can progress and promote quickly by long and firm steps [1,2,3,]. One of the new branches of science and knowledge that has put manpower and their sides of work in its center of attention is industrial and organizational psychology. This branch of science has paid attention to scientific study of man and work with characteristics of their work place, with people that work there and with what they do there[4,5,1]. In fact industrial and organizational psychology deals with relation of psychological principles with problems that people are facing with in industry and commerce. Of ten it is said that a happy employee is an efficient one and a happy employee is satisfied from his work and whatever he does during his work. Job satisfaction is important because most people spend half of their waking time in their work milieu. Job satisfaction is positive attitude and feeling that people have toward their work [7,9]. When a person says that he(she) has high satisfaction from his work it means that he (she) likes his (her) job has a good feeling about it and his (her) job is valuable and important for him (her). Job exhaustion is one of the negative outcomes of working incorrectly. This incorrect method may be because of work situations and conditions that include [10,3,7]. Regulations of organization relations of personnel kind of work, physical-mental situations and family situations following industrializing countries and societies and increasing need to production and consumption occupation has become an inevitable case for both organs and persons [13,14,15,16].
Method of research:
Complicating societies hasn’t been without effect on peoples lives because it is evident that by removing an industrial need other needs will be created following it. Total of these factors after sometimes will show their unfavorable effects and the person feels that he (she) is faced with physical and mental atrophy disability getting tired from his (her) work and in other works he (she) is faced with job exhaustion. Some societies after feeling these needs and their outcomes such as absenteeism, low efficiency and unsuitable quality and their effects on family life such as depression and delinquency of family members have tried to remove them.

Accessing to degree of these effects is possible through statistics methods doing tests opinion poll and studying work milieu. In other to describe data average standard deviation, diagram correlation coefficient has been used and for inferential analysis, Pierson’s correlation has been used. Statistical processing of the scores has been done by using SPSS software.

Result:
Job satisfaction test has been arranged at Likert’s scale level that covers “very high” to “very low” cases. 100 persons have answered the questionnaire using information of the following table.

Table 1: mean and standard deviation of scale levels of job satisfaction questionnaire.

<table>
<thead>
<tr>
<th>Scale</th>
<th>some</th>
<th>mean</th>
<th>standard deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very high</td>
<td>100</td>
<td>5.05</td>
<td>2.68</td>
</tr>
<tr>
<td>high</td>
<td>100</td>
<td>6.41</td>
<td>2.47</td>
</tr>
<tr>
<td>common</td>
<td>100</td>
<td>6.81</td>
<td>2.75</td>
</tr>
<tr>
<td>low</td>
<td>100</td>
<td>3.61</td>
<td>1.85</td>
</tr>
<tr>
<td>Very low</td>
<td>100</td>
<td>2.03</td>
<td>2.05</td>
</tr>
</tbody>
</table>

As it is inference from the above table most of the people (100 ones) have chosen “medium” choice and “very low” choice has been pointed the least ones. Job exhaustion test has been arranged at Likert’s level and covers the choices “very low” to “very high” 100 subjects have answered the questionnaire using information of the following table.

Table 2: mean and standard deviation of scale levels of job exhaustion questionnaire.

<table>
<thead>
<tr>
<th>Scale</th>
<th>some</th>
<th>mean</th>
<th>standard deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very low</td>
<td>100</td>
<td>3.95</td>
<td>1.92</td>
</tr>
<tr>
<td>low</td>
<td>100</td>
<td>4.6</td>
<td>1.8</td>
</tr>
<tr>
<td>common</td>
<td>100</td>
<td>5.81</td>
<td>1.99</td>
</tr>
<tr>
<td>More than common</td>
<td>100</td>
<td>4.04</td>
<td>1.77</td>
</tr>
<tr>
<td>Very high</td>
<td>100</td>
<td>2.12</td>
<td>1.55</td>
</tr>
<tr>
<td>Too much</td>
<td>100</td>
<td>1.42</td>
<td>1.33</td>
</tr>
</tbody>
</table>

As it is inference from the above table most of the people (100 ones) have chosen “medium” choice and the least ones have chosen “high” intense choice.

Fig. 1: variance diagram of job satisfaction and job exhaustion variables.
The above table is description of subject scores in job satisfaction and job exhaustion questionnaire, so that mean of total scores has been a criterion for description. In this research studying degree of relation between job satisfaction and job exhaustion variables is important interval scale level for studying degree of relation between these two variables (Table 3).

Paying attention to variance diagram of the two variables amount and intensity of this relation, we can say that these two variable firstly have opposite relation with each other because direction of the relation is negative, it means at whatever job satisfaction is “high” degree of job exhaustion is “low”. Its opposite can be true and been use its intensity isn’t so much so in this research these isn’t so relation between these two variables.

Table 4: The relation between Job satisfaction and exhaustion of personnel and other parameters.

<table>
<thead>
<tr>
<th>Variable</th>
<th>N</th>
<th>r</th>
<th>αf</th>
<th>α</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job satisfaction and exhaustion of personnel</td>
<td>100</td>
<td>-0.059</td>
<td>98</td>
<td>0.05</td>
</tr>
</tbody>
</table>

Paying attention to the findings of the above table the amount of (r) correlation coefficient between job satisfaction and job exhaustion variables has been 59% that is less than “v” of table (critical). (19%) at the level of α= 5% and we can reject research assumption with 95% assurance. In this case zero hypo thesis is confirmed, it means that finally we conclude that there isn’t meaningful relation between job satisfaction and job exhaustion.

**Discussion and conclusion:**

Without doubt many jobs cause pressure. Some personnel of organs know how to cope with the pressure and being safe from its harms. But some people because of some factors feel tension continually. Feeling pressure continually causes some harmful effects that are called job exhaustion. Job satisfaction that is a kind of mental feeling is a part of life satisfaction and this feeling affects personnel’s work so be cause job is a main part of every ones life then job satisfaction has influence on the whole of people lives.

Besides being the person unsatisfied has effects such as not being present actively, work motivations drop out decreasing responsibility and so on and this can be true in all organizations. So if we are willing for personnel’s efficiency, we should propose situations in a way that personnel feel satisfied from their works. Being satisfied personnel has a main role in achieving the aim and increases their skills and prevents from wasting physical and spiritual capitals of the country in this part.

In the present research about studying the relation between job satisfaction and job exhaustion that has been done in summer 2007 the researcher is there meaningful relation between job satisfaction and job exhaustion of personnel. The present research has been done in statistical universe of conventional and formal personnel of Saipa Yadak commercial company and it has been performed on 100 persons through random sampling method. For measuring variables job satisfaction questionnaire at Likert’s scale level (5 choices) and job exhaustion.

Questionnaire at Likert’s scale level (6 choices) have been used. Data of questionnaires (after collecting) have been analyzed by SPSS software at two levels: descriptive and inferential levels and their finding have been presented at two parts: descriptive part and inferential part. Generally what forms the main core of our discussion is that person’s life and as it has been presented in literature of the research “exhaustion besides organizational effects”.

Work, organization family and society should be considered as system. Each of them as the rings of a chain are combined to each other and from the whole identity and life of a person and a change in each of them can change and influence other factors. So it is necessary to pay full attention to each of them, So that the aims can be guided and achieved correctly.

Among the results the main important factors that have gotten positive votes in the research are interest aptitude and job success and negative votes are mental problems, and relation with colleagues. That should be studied more.

**REFERENCES**