Examining the Relations between the Education Employees' Occupational Satisfaction and Stress, Darehshahr City

M. Amoozadeh, Bahman Gholami, Simin Shams, Meysam Khodamoradi, Akram Hashemian

Abstract

This study was done to examine the relations between the education employees' occupational satisfaction and stress, Darehshahr city. The theoretical framework of the study was issued by virtue of the study and related hypotheses. The universe included 150 ones selected by random sampling, survey method and questionnaire and assessed. The findings indicated there was significant relation between occupational satisfaction and stress and the hypothesis was confirmed.

Keywords:
Occupational satisfaction and stress.

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Introduction

Since 1960s interest in occupation has played an important role in people's life and although it is an emotional challenge for people this occupation may be a stressor for people (Long, 1995: 52). Stress is one of the most interesting subjects for research in recent years (40,000 studies in this decade) in a way that previous century was known as the century of stress (Allison, 2007: 64). In present era people pass a considerable time at work and sometimes it may be with tensions and positive and negative sensibilities (Lotfizadeh et al., 2011: 37). Certainly all people who work have some stress influencing them so they encounter with mental derangement and anxiety because of occupational, organizational, social, promotion and salary changes. So if some work stress influences someone, certainly his (her) mental and physical health is influenced led to effect negatively his (her) family, work in the organization and his (her) life quality.

By virtue of above matters this study is to examine the relation between the education employees' satisfaction and stress in Darehshahr.

Subject:
Human source is the most vital, strategic element and the most essential way to increase the organization effectiveness and efficiency led to social development (Woolridge, 2000: 112). Now it is clear that the employees are a very important source for organization so their behaviour may be considered very important, too and certainly manpower plays the most effective role in economic, social and cultural changes because if an organization has the most capital and best technologies and facilities but not have productive manpower with motive, it never achieves goal(s). Nowadays the organizations need effective and efficient employees to be able to achieve its goals in line with development and growth, but meanwhile, different factors such as social and environmental conditions influence people's work quality.

Human should adapt continuously him (her) self with internal and world changes. Unfavorable social and environmental conditions create stress (Tension) endangering mental health (Filial, 1992: 71; Abideet al., 2001: 65).

Occupational satisfaction and organizational undertaking are key factor and very important in occupational success and if the occupational satisfaction is high, certainly people's stress decreases and their satisfaction increases.

Corresponding Author: M. Amoozadeh, Department of Geography, Payam Noor University, PO Box 19395-3697, Tehran, Iran.
Considering occupational stresses influence people’s health and decreases life quality (Halkas, 2010: 111) and education organization plays an important role in social welfare undoubtedly the personnel's occupational stress influences negatively their efficiency.

**Theoretical principles of the study:**

Occupational satisfaction: In relation to occupational satisfaction many experts use this term to indicate a composition of people's feelings concerning work nature, the levels of salary and payments, opportunities to promote and satisfaction concerning colleagues. Occupational satisfaction is taken into consideration as an independent variable in relation to organizational undertaking and the latter as an independent one. Muddy et al. believe occupational satisfaction is a type of reaction to a special occupation or something related to it while undertaking is some general reaction to total organization. In addition, undertaking is more stable than occupational satisfaction over time (Gaul, 2010: 69). In this study the JUDI job description index questionnaire was used to assess occupational satisfaction. The questionnaire was issued by Smith, Kendall and Hulling in Kernel University in 1969 and translated by Shekarshekan (2004) and its reliability was gained by correlating it by Minnesota scale for dimensions and general occupational satisfaction, satisfaction with work, boss, salary, promotion and colleague as 63, 42, 48, 37 and 31 percent, respectively. Also its validity was 80, 85, 70, 56 and 80 percent by bisection way for above dimensions respectively and 85, 80, 80, 80 and 80 percent for them by Cranach alpha, respectively.

Work stress: In people’s life stress may be due to different origins. We may define occupational stress as total stressful factors and conditions related to the occupation in a way that most people consider them as stressful; in other words, occupational stress appears when someone faces it in some special occupation (Azad Marzabadi, 2007). Aras Eliot questionnaire was used to assess this variable in which people are divided in four groups regarding their stress level:

- People with high control and self-esteem.
- People with safe life and control.
- People often feel depression.
- People with mental conflicts.
- Study expressions:

Occupational satisfaction has been focused vastly in organizational studies and known as a world structure and multidimensional concept including several elements since more than four decades. Occupational satisfaction is the relation between what one expects from his (her) job and what the job and organization has given to him (her) (Lund, 2003: 222).

Stress: Stress is the emotional and affective situation experienced by someone in a way that the work and non-work necessities are so much that the one’s potentials may not respond and cope with them so the creation to such risk leads to some affective changes in him (Her) (Hallas & et al, 2010: 415).

Frank et al. (2006) prove that stress is not a bad phenomenon; the word may be neuter and its good and bad effects may be considered as benign and malignant stresses, respectively. They presented a model in which an optimal spectrum of stress influencing operation positively appears. If the stress level exceeds the optimal rate, it decreases and finally disappears and if the stress is less than the least, it leads to decrease, too (Smith, 2011: 12). ParisAgar’s and Nakelzadeh's (2010) study entitled, 'The Relation of Occupational Stress and Social Protection with Occupational Satisfaction In The Employees Of National Digging Company' indicated that there is a positive and significant relation between occupational stress and occupational satisfaction (Safari et al., 2010: 35).

In their study Azad Marzabadi et al. (2007) examined the relation between occupational stress and occupational satisfaction in 146 employees of a military unit; their findings indicted there is a significant relation between the stress due to work and satisfaction with the boss.

In their study entitled, 'Examining The Relation Between Occupational Stress, Occupational satisfaction, Organizational Undertaking and Citizenship Behaviour' with universe of 103 employees of National Digging Company, Iran continental shelf oil Ansari et al. saw a significant and negative relation between occupational stress and occupational satisfaction variables and organizational undertaking (Ansari et al., 2010: 154).

Yaghooabi et al. (2008) examined organizational undertaking and occupational stress in the directors of training hospitals affiliated with Esfahan Medical Science University and found a significant relation between the undertaking and work experience but no relation between occupational stress and organizational undertaking.

**Methodology:**

This is an applied study and the method has survey style to collect related data by questionnaire. The universe included all employees of education organization in Darehshahr and the sample included 150 ones by Kieran formula; the universe is in accord with the sample proposed in 2013 by Ray and Parker with 95 percent confidence (Edwards et al., in Arabia & Izard, 2005: 97). In this study the sampling was randomly and the
reliability was confirmed by related experts and the validity was 0.89 by virtue of Cranach alpha which is high and good.

**Study Findings:**
In this section we analyze the data. Table 1 indicates the work stress mean is 2.03 showing the education employees suffer from some work stress. When variance and standard deviation are higher the data is more distributed and if the standard deviation is less, the data distribution is less, too. In following Table the findings indicate low standard deviation and variance for work stress and the distribution of the variable is low, too.

**Table 1:** Descriptive statistics concerning occupational satisfaction, organizational undertaking and work stress:

<table>
<thead>
<tr>
<th>Variables</th>
<th>Mean</th>
<th>Standard deviation</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupational satisfaction</td>
<td>2.53</td>
<td>0.737</td>
<td>0.543</td>
</tr>
<tr>
<td>Work stress</td>
<td>2.03</td>
<td>0.532</td>
<td>0.283</td>
</tr>
</tbody>
</table>

**Study hypothesis:**
In Table 2 with Pearson coefficient of 0.83 the significant relation between occupational satisfaction and work stress is 0.019 so the hypothesis is confirmed.

**Table 2:** Testing Pearson correlation coefficient between occupational satisfaction and work stress:

<table>
<thead>
<tr>
<th>Variable</th>
<th>R</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupational satisfaction &amp; work stress</td>
<td>0.83</td>
<td>0.019</td>
</tr>
</tbody>
</table>

**Conclusion:**
Efficiency and utility are of the most important issues for all organizations and related psychologists always study the variables concerning efficiency and work stress decrease. The organization tries to absorb and keep the most efficient personnel. Meanwhile, in 21st century increasing work stress is an important challenge for all organizations because it leads to less efficiency and utility. Occupational satisfaction influences work stress and plays important role in increasing or decreasing it. Hence, this study was to examine the relations between occupational satisfaction and work stress in the employees of education organization of Darehshahr.

The findings indicate the employees suffer from some work stress.

Also by virtue of the study hypotheses the findings indicate the occupational satisfaction has a strong relation with work stress; in other words, when the occupational satisfaction is higher the work stress is less. The correlation was 0.83 and the significant level was 0.019 so there was significant relation between the two variables and the hypothesis is confirmed. The hypothesis tests findings are in accord with Asgari's et al. (2010) and Azad Marzabadi's et al. (2007).

**REFERENCES**


