

Consideration of Zagros Pharmed Pars Factory Staff 's / Personel's Job Satisfaction Rate

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Abstract. The present study has been done to follow to determine borujerd zagros pharmed pars factory staff 's job satisfaction rate. Zagros pharmed pars factory / manufacturing has grounded an operation of considering / consideration of human resources job satisfaction rate as one of the most pivotal systematic capital, to achieve systematized perspective ' s and movement through out the sublimation path may to achieve / obtain / grosp and diagnose / prognose accomplishment factory / elements according to which the factory staff 's. Satisfaction is 63.24 percentage in 1393, and there is a meaningful relationship between the job satisfaction and education as well, but between job experience satisfaction and age and background, there is no meaningful relationship. Furthermere, the link between job satisfaction with age and background / experience education is counter – balanced, as if the more the age, experience and education, the less the satisfaction, and the less the age, experience and education, the more the satisfaction rate. The sort of study being done is atemporal and descriptive – analytical one, and it is done in zagros pharmed pars factory every year.

Keywords: Job satisfaction, spss software, age, experience, education, zagros pharmed pars factory

1. INTRODUCTION

Moody in 1996 investigates on Nurse Faculty Job Satisfaction: A National Survey. The purpose of this survey was to ascertain the relationship between job satisfaction among nurse faculty and selecteddemographic variables, organizational characteristics, and role orientation. Approximately 80 percent of the schools of nursing in the target population of universities offering a doctorate in nursing participated in the study. The overall subject response rate was 60 percent. Instruments used for data collection included three researcher – developed tools and two standardized instruments to measure job satisfaction (the Job Descriptive Index and the Job in General Scale). Significant correlations ($P < .05$) emerged between each of the demographic variables and at leastone of the criterion measures of job satisfaction.(10)

Hochwarter et al in 1999 investigate on job satisfaction and performance: The Moderating Effects the sample consisted of 270 managerial personnel of national hotel chains located across the United States. Three – way interactions demonstrated that the strongest positive relationship between job satisfaction and performance occurred when high value attainment was coupled with either high positive or low negative affective disposition. Implications of these results and directions for future research are discussed.(11)

Roth et al in 2003 investigate on job satisfaction among Canadian orthodontists. The aims of this study were to describe job satisfaction among orthodontists and to determine characteristics associated with job satisfaction in the profession. A self – administered, anonymous survey was mailed to Canadian orthodontists. It included amodified version of the Dentist Satisfaction

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Survey, an overall occupational stress score, and items addressing various characteristics of the respondents. Of 654 mailed surveys, 335 were returned, for a response rate of 51.2%. Most orthodontists (79.3%) were classified as satisfied according to the overall job satisfaction scale of the Dentist Satisfaction Survey ; however, some (2.5%) were classified as dissatisfied. The facets of orthodontics with the highest degree of satisfaction were patient relations (93%), delivery of care (86%), respect (84%), professional relations (80%), and staff (76%). The most dissatisfaction was associated with personal time (26%) and practice management (15%).

Stepwise multiple regression analysis resulted in a model including overall occupational stress, membership in the Canadian Association of Orthodontists, total number of staff, and age to account for 27.1% of the variation in the overall job satisfaction scale.

Mendoza et al in 2014 investigate on Meta- analytic of the relationship between employee job satisfaction and customer satisfaction. This analysis statistically significant correlation for this relationship. Results suggest that the service context is a moderator of the employee job satisfaction – customer satisfaction relationship in a way that in personal services this correlation is stronger than in non- personal services.(1)

Bergheim et al in 2014 investigate on the relationship between psychological capital, job satisfaction, and safety perceptions in the maritime industry. Results from study 1 (N = 486) and study 2 (N = 594) showed that PsyCap was positively associated with - and explained between 10% and 12% of the variance in perceptions of safety climate. PsyCap contributed to the variance in safety climate after adjusting for social desirable responding. An interaction analysis indicated that officers and non – officers perceived the safety climate as similar when their PsyCap is low, but that officers with high levels of PsyCap have a more positive perception of the safety climate than non – officers with high levels of PsyCap. In Study 2 a positive association was established between safety perceptions and job satisfaction, as well as between PsyCap and job satisfaction in a multicultural sample of maritime workers. Findings from analyses of indirect effects suggest that PsyCap has an indirect (mediating) relationship with perceptions of safety climate through job satisfaction. Altogether, Psy-Cap and job satisfaction explained 21% of the variance in safety climate.(2)

Chaudhuri et al in 2015 investigate Job satisfaction, age and tenure: A generalized dynamic random effects model. This paper examines the effects of age and tenure on job satisfaction. We estimate a generalized dynamic random effects ordered probit model using the British Household Panel Survey. Contrary to previous literature, we find that age has no significant impact on job satisfaction for females, and a limited impact for males who report higher levels of job satisfaction. We also find that tenure shares a non – monotonic relationship with job satisfaction for females. For males, the same result is found only at higher levels of job satisfaction. Our results suggest that age and tenure effects on job satisfaction vary with gender.(9)

Belias et al in 2015 investigate Organizational culture and job satisfaction of Greek Banking Institutions. The purpose of this study is to investigate the relation between organizational culture and job satisfaction. In particular, the research hypothesis is that the type of organization culture in a specific institution is able to predict the levels of job satisfaction among employees. For the measurement of job satisfaction in the present study, the Employee Satisfaction Inventory – ESI (Koustelios, 1991; Koustelios & Bagiatis, 1997) was used. The inventory was created using Greek employees as a sample. It included 24 items, which measure six dimensions of job satisfaction. The assessment of organizational culture was performed with the Organizational Culture Assessment Instrument (OCAI) developed by Cameron and Quinn (2006). It included six questions (Dominant Characteristics, Organizational Leadership, Management of Employees, Organizational Glue, strategic Emphases, Criteria of Success). Each question had four alternatives (A = Clan, B = Adhocracy, C = Market, D = Hierarchy).

According to the results, there is a significant difference between all aspects of current and preferred organizational culture types among employees of Greek banking institutions.(4)

Dekoulou et al in 2015 investigate Measuring the Impact of Learning Organizational on Job Satisfaction and Individual Performance in Greek Advertising Sector. This paper explores the pattern of learning organization in association with two principal work outcomesT job satisfaction and job performance. A questionnaire survey has been conducted T based on a sample of 251 staff members who are employed by 49 advertising agencies Findings have brought to light that learning – oriented operation is a crucial predictor of both employee job satisfaction and individual performance, while job satisfaction proved to be a mediator of the relationship between learning organization and job performance. Conclusions have been drawn and practical implications have been suggested.(6).

2. DATA ANALYSIS

The present study, after its questionarire being considered, was put into the spss software and the following outcomes were analyzed:

The first hypothesis: Is there a direct / meaningful relationship between education and the staff satisfaction?

- 1.H0: there is no meaningful / direct relationship between staff satisfaction and education.
- 2.H1: there is a direct / meaningful relationship between staff satisfaction and education.

If $SIG < 0.05$ is, the H0 premise is repudiated which means that there is a direct relationship between staff satisfaction and education. the more the pearson's multiplier absolute value is approached to 1, its signifies that there is a more significant relationship.

Table 1. The meaningfulness of staff satisfaction and education.

		Education	satisfaction
Education	Pearson Correlation	1	-.032
	Sig. (2- tailed)		.671
	N	182	182
satisfaction	Pearson Correlation	-.032	1
	Sig. (2- tailed)	.671	
	N	182	186

In the above table, it is observed that (the) pearson multiplier is negative which declares that this case indicates that the relationship is a counter – relationship and because it is - 0.32, it demonstrates a week relationship between satisfaction and education, but if Alpha (regression percentage) is increased, a more forcible relation is hold.

In this sense, it is concluded that the higher the education. The less the satisfaction. since $SIG = 0.671$, then the exists a relation of $SIG > \alpha$, as a consequence. In the certainty level of 95%, there would not be a meaningful relationship between satisfaction and education.

The second hypothesis: Is there a meaningful relation between staff satisfaction and age?

- 1-H0: there is not a meaningful relationship between staff satisfaction and age.
- 2-H1: there is a meaningful relationship between staff satisfaction and age.

Table 2. Relation Meaningfulness of staff satisfaction and age.

		Age	satisfaction
age	Pearson Correlation	1	-.024
	Sig. (2- tailed)		.752
	N	183	183
satisfaction	Pearson Correlation	-.024	1
	Sig. (2- tailed)	.752	
	N	183	186

In the above table that $SIG > 0.05$ means that there is not a meaningful relationship between staff satisfaction and age in the 95% certainty level, but this relation is a counter one as though the more the age, the less the staff satisfaction.

The third hypothesis: Is there a meaningful relation between staff satisfaction and experience?

1-H0: there is not a meaningful relation between staff satisfaction and experience

2-H1: there is a meaningful relation between staff satisfaction and experience

Table 3. Relation Meaningfulness between staff satisfaction and experience.

		Experience	satisfaction
Experience	Pearson Correlation	1	-.023
	Sig. (2- tailed)		.754
	N	182	182
satisfaction	Pearson Correlation	-.023	1
	Sig. (2- tailed)	.754	
	N	182	186

In the above table, when $SIG > 0.05$, it signifies that there is a meaningful relation between staff satisfaction and experience in the 95% certainty level, but this relationship is a counter one; that is; the more the experience, the less the staff satisfaction.

3. THE RESULTS

The purpose of the present study is consideration of zagros pharmed pars factory staff satisfaction rate.

As the first step, the staff job satisfaction is evaluated, which is 63.24% of percentage and this rate is more than 50 percent, and holds a satisfying conditions. This questionnaire has been shopped in 40 questions (all of the satisfaction factory's) and a proposed question was operated as pivotal elements (age, gender, education, cooperation kind, job status and experience).

More over, it is asserted that there is a meaningful relation between job satisfaction and education and this relation is counter one in a way that the higher the education, the less the satisfaction rate and vice versa.

Additionally, there is no meaningful between staff satisfaction and age, and such a relation is a counter one. further to this, there is not a meaningful relationship between staff satisfaction and experience, but this relation is a counter one.

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