

Studying the Factors Affecting Job Satisfaction among the Students of Islamic Azad University (Case of Study: Science and Research Branch, Tehran)

Sara Mohamadpour¹

Department of Social Communication, East Tehran Branch, Islamic Azad University, Tehran, Iran

Soroush Fathi²

Department of Social Sciences, Garmsar Branch, Islamic Azad University, Semnan, Iran

Mehdi Mokhtarpour³

Department of Sociology, Science and Research Branch, Islamic Azad University, Tehran, Iran

Received 12 July 2016

Revised 3 December 2016

Accepted 17 December 2016

Abstract: *The present research has been conducted to study job satisfaction of students and the factors affecting it. Method of this research is survey-based and data collection technique was questionnaire. Reliability of the questionnaires was also confirmed with Cronbach's alpha method. Statistical population of the research includes all students studying in Sciences and Research branch. The statistical sample was determined 380 person based on Cochran Formula and was selected with simple random sampling method. Research findings showed: 60.6 % of the studied sample has full job satisfaction and 29.4% of the respondents have medium satisfaction and only 10% of them has low satisfaction rate. Study of relationship between variables showed that there was relationship between variables of job security, term of services, age and enjoyment of welfare equipment and job satisfaction and based on regression analysis, variables of enjoyment of welfare equipment, social solidarity, social relations, social trust, social security, social participation determine 83.2% of changes in variance of job satisfaction.*

Keywords: *Social trust, social participation, social solidarity, job satisfaction.*

Introduction

We know that development is a multidimensional event which is accompanied by reorganization and orientation of economic –social system. Development includes main change in institutional, social, administrative structures and also attitudes and perspectives of the people in addition to improvement of the production rate and income includes main change in institutional, social, administrative structures and also public attitudes of the people. On the one hand, we know that different factors are effective in development or no development of the society. One of the most important factors affecting development of societies is productivity that is the effective use of production factors including manpower and high job satisfaction of the manpower in organization and institutions is one of the factors affecting productivity that is if job satisfaction which is one of the important life aspects of a person is not achieved, this dissatisfaction causes dissatisfaction with the whole life and finally causes reduction of productivity of person in different economic, social, political and cultural fields. Therefore, organizations and departments should consider suitable packages of promotion and suitable system of payment based on performance and establishment of the reward and punishment system to increase job satisfaction of the personnel with approach to productivity increase and finally development (Giddens, 1995:517).

Organizations play essential role in life of human because people spend much of their time in them. For this reason, labor force i.e. major part of the adult population of the country spend more than one third of their awakening time in the organizations which they work. At any organization, manpower is

¹ Email: s.mohamadpour@gmail.com (Corresponding Author)

² Email: fathi.soroush@gmail.com

³ Email: mehdi.mokhtarpour@gmail.com

the largest capital; therefore, it is highly important for any organization (Machil, 1994:37). Job satisfaction is one of the concepts which plays a main role in increase of job performance of personnel. Job satisfaction is the concept which determines many organizational variables. Different studies show that job satisfaction is one of the important factors which increase productivity, sympathy of personnel about organization, their attachment to workplace and increase of quality and quantity of labor. Motivated personnel is the most important factor of productivity (Bahrololum, 2004:84). In case the people are satisfied with their job, they will have satisfaction feeling and positive image of self during work and activity which will be effective on their social relations in workplace and this positive feeling and satisfaction will be a strong motive for higher job efficiency, higher participation and acceptance of the job responsibilities leading to stability and preservation of profession. But in case there is no job satisfaction, it will have different negative outcomes such as absence in workplace, lack of punctuality in workplace, weak relation and lack of interest for progress and acquisition of necessary job skills and depression finally leading to turnover. Job satisfaction is one of the very important issues for recognizing spirits and attitudes of the people in job organizations which devoted many studies to it. We can refer to two other reasons when dealing with job satisfaction of the employees.

1. Its effect on relations of person during work
2. Its effect on social relations in workplace (Tavasoli, 1996:335).

Sources of Job Satisfaction

Employees have experienced job satisfaction considering different environments and experience it forms also differently. Three forms of experience are mentioned. Firstly, factors related to policies and organizational actions such as wage and elevations, secondly, factors related to job (work nature) such as challenging and diversity of work and thirdly, the people who work with him including supervisor and colleagues (Greenberg & Baron, 1986; 167).

Satisfaction in any form cannot be highly related to another form and employees may be satisfied with their colleagues while they are not satisfied with work and policies of the organization, this issue i.e. lack of dependency of the job satisfaction sources particularly when manager tries to affect satisfaction of employees is highly important. According to Smith and Kendall, sources of job satisfaction are as follows:

Work nature: characteristics of each job are related to the same job and employees of each organization communicate with these characteristics by different means. Work nature Satisfaction means satisfaction with characteristics which are found in job duties of the person.

Salary and wage: the rate of wage which person receives and the degree to which he regards his wage fair compared with wage which other receive. wage is regarded one of the most important working conditions almost for all job groups.

Grünberg (1979) concludes that it seems that money has different meanings for different groups and is more important for the people who cannot be satisfied with their work (Oskamp: 267).

Chance of promotion: most employees of an organization want to ascend ladder of the job hierarchy and achieve higher position because this provide them with different benefits and privileges. Job promotion increases control over work, job independence, job empowerment, salary and benefits, social dignity etc. and they have described job satisfaction as general and positive attitude of the person toward his job.

Supervision: Traditionally, supervision has been mentioned as an important aspect of job though reports of the employees show that it is less important than relations of the colleagues (Hertzberg et al., 1985).

Generally, satisfaction with supervision refers to communication of people with their direct supervisor and ability of supervisor to give behavioral and technical supports to him.

Communication with colleagues: the degree to which colleagues technically and socially support person. Relations of colleagues are the most important factor in determination of job satisfaction and

dissatisfaction. Results of the studies show that satisfaction is positively affected by popularity and reputation among other colleagues (Oskamp, 27:1991).

Factors affecting job satisfaction: internal factors and external factors and personal specifications

A. Internal Factors

They are the factors which are regarded as part of work. Researches show that characteristics of work have relationship with job satisfaction.

1. One of the main characteristics is that work should be personally interesting and significant for the intended person. For the persons with set of values, abilities and backgrounds, special type of work can be found, which is interesting for the person while the same work is meaningless for other persons with set of values, abilities and backgrounds. One of the more objective works is significance of the duty i.e. effect of work on life of the other people.
2. Application of skill another job characteristic which is effective in job satisfaction is application of skill. Diversity in work has positive relationship with job satisfaction .another aspect of job which is related to skill is uniformity of job .the employees are said when and how they work. A work characteristic which is similar to job uniformity is identity of duty that is performance of the entire work or part of that where personal participation is clear. Studies have shown that these two factors have positive relationship with job satisfactions.
3. Success and progress in achieving acceptable criterion of competence in a job is an important factor in job satisfaction. Although success usually can be judged and assessed by employees, external identification has confirmed success of person and is a feedback for his progress level.
4. The final characteristic of work which is effective in satisfaction is the lack of physical traction. This is one of the major advantages of self work in industrial jobs. For some related personnel, this can originate from loss of self work i.e. promotion of fatigue level (Oskamp, 1991, 51-52).

B. External Factors

1. Wage and salary: wage is regarded as one of the most important working conditions for comparison of all job groups. No matter what actual wage level is. It seems that satisfaction with wage is more subjected to relative wage level than its absolute level as compared with others. Relative level of wage satisfaction is congruent with theory of equality but on the other hand, theory of equality predicts dissatisfaction before those who have received additional wage. Another aspect of the wage is the system with which wages are determined. Most studies have shown that hour-based wage is better in the contracting systems and fixed salary is preferred in the intensive plans. One of the reasons is that the contracting systems cause breakage of social communication in job which is another major source of satisfaction.
2. Ambiguity of role: some examples of this type include the unspecified job duties and expectations which are ambiguous criteria for rewarding and promotion of job. Such ambiguity is found in the personnel who needs progress but this is not so problematic for the personnel who have high ability.
3. Organizational structure: it includes different aspects. Organization size has interaction with specified value in influence on satisfaction. Bureaucratic and hierarchical structures with very high job levels can lead to weak communication and strangeness of the personnel. Especially managers, teachers and sellers in non-bureaucratic organizations feel more satisfied than in large and bureaucratic organizations.
4. Material working conditions, temperature, humidity, ventilation, light and sound are very effective in creation of material conditions. Personnel feel more satisfied in those working conditions (such as suitable equipment and work tools) which facilitate achieving goals.
5. Environmental factors: the environmental factors out of the workplace can be effective in job satisfaction. This leads to job satisfaction in small environments more than living in large cities. In addition to working conditions, house, purchase facilities, recreational facilities and

living costs are also important in the region. Most personnel prefer unsuitable environmental conditions due to wage, job security or benefits. On the other hand, living in prestigious and successful communities doesn't necessarily cause more satisfaction because satisfaction is related to conditions and other people of the society. Personnel feel more satisfied when their position is higher than that of others in the region.

6. Relations with colleagues: relations of the colleagues are the most important factor in determination of job satisfaction or dissatisfaction. Results of studies show that job satisfaction is positively affected by popularity and reputation among other colleagues and group correlation. Even non-job relations are also effective in job satisfaction or dissatisfaction.
7. Supervision: considerate or employee-centered supervision is ideal in terms of human relations management school. Results of the studies show that considerate supervision causes satisfaction more than work-centered supervision. Miss *hawk* (1971) found that all levels of the employees regard technical and executive skills of the supervisors plus their skills in human relations as important factor in their satisfaction.
8. Participation in decision-making: in most studies regarding views of employees, it has been reported that they want to participate in decisions about their job positions and those who experienced participation had desirable attitude toward its repetition but these desirable attitudes often don't lead to satisfaction. Grünberg (1979) mentions evidence as follows:

Participation in decision-making is of two types: participation in immediate aspects of job and participation in remote and future aspects. Considering the surveys, there is evidence of correlation between immediate participation and satisfaction but field studies don't confirm such results as far as far and future participation are considered. It seems that there is no much evidence which supports causal relationship between participation and satisfaction. Grünberg reports that it seems that participation plans are accepted by employees. The reason is that person feels that he can express his demands in the best way with this method (Oskamp; 1991, 52-56).

Theoretical Framework

Theoretical framework of the research problem means theoretical attitude or perspective which is decided to be accepted to study the problem which has been raised in the initial question. Preparation of a theoretical framework is a gradual work which is performed in three phases. In the first phase, different aspects of the problem which have been raised in the initial question after deliberating on the read texts and interviews and the relations between them are specified. But these different aspects of a problem are different in scope of the attitudes or theoretical orientations or they should select one of the attitudes available or should make attitude different from those which have existed before. This choice puts preparation of the theoretical framework of the research problem in the second phase. In the third phase, the researcher tries to clarify the theoretical framework which is based on characteristics of the research problem. This theoretical framework will form basis of the next stage of the analytical model. In summary, theoretical framework of the problem means preparation of another method for looking into the research problem and giving original answer to the initial question (Campenhoudt, 1994:81-83). Job satisfaction is the most important variable in the field of organizational behavior. In addition, job satisfaction is the field in which socio-psychological attitudes complement other approaches of the social scientists (Oskamp; 1991:257).

The conducted studies on job satisfaction showed very important fact that satisfaction doesn't necessarily lead to high performance meaning that the satisfied employees don't necessarily have higher performance. This should not be regarded wonderful because job satisfaction is caused by some factors only some of which should reasonably increase the person's effort. However, if job satisfaction has no direct effect on performance, it will have indirect effects (*Mitchell*, 1994:224). By looking at the past experiences, we find that those who have assumed training didn't expect to receive wage from people in return for their work. They performed this work not for earning income but as a factor of priority of the social base while an increase in population and change in structure of society also caused change in the field of training. It means that teaching was introduced as a job. Specifications

of this job with other jobs were assessed by those who wanted to enter this job and also by other persons. These events converted teaching which belonged to the special classes in the past into the public domain that is the persons from any class were allowed to assume this profession and this reduced social base of teacher. On the other hand, distribution of income and wealth in some cases is done irrespective of the persons' effort as there is sensible heterogeneity between methods of income earning. Comparison between teaching job and its characteristics with other jobs especially in terms of income and type of social base reduces social base of the teacher and finally dissatisfies his/her with his/her job.

Considering research literature and sociological approaches in the field of organizations and job satisfaction of the people inside organization, it can be concluded that the persons are healthier in case they are satisfied with their job and almost will attend workplace and will work in the organization for longer term and vice versa, job dissatisfaction will cause loss for the person and organization and will lead to irreparable damages particularly in the field of training of which result will emerge in society in long term. Therefore, change in attitude in positive will favor person and organization and also the entire organization. Considering what was mentioned above, different factors interfere in job satisfaction. Considering many studies which have been done on job satisfaction and factors affecting it, social factors and other factors have been taken into account but it is not possible to deal with all factors affecting job satisfaction of women and men and this requires different researches. Durkheim describes this division of labor as pathological division of labor. In this case, there is no continual and enough contact among the components and elements. Link among the people is weak and the duties assigned to the people are lower than their power. In fact, they are not based on their abilities and talents and generally, the person has been machined in this division of labor and his character is reduced and is converted into secondary element and this leads to strangeness of the person from work and finally will cause job dissatisfaction in today's language.

Talcott Parsons considers organizations as system. When values of organization are congruent with values of society which have been brought by the people inside the organization, goals of the organization become legitimate and ways of legality of the are based on goals of the organization in fulfillment of the needs and expectations which the people have inside the organization and this includes expectations and needs based on values of the society and then satisfaction of people.

Marx discussed alienation of workers in capitalism and mentions that social relations of production in capitalistic society are such that workers don't supervise on what they produce and its cause. Labor force turns into goods and its outcomes include alienation, inability, meaninglessness, isolation and hatred. Weber discusses obedience of norms and regulations in bureaucratic organizations believes that internalization of these norms and regulations by the persons in the organization legitimize these laws and the reasons for internalization of these norms and regulations by the persons are coordination of the people's values with these laws and regulations finally leading to satisfaction of people and acceptance of law obedience. The following questions are raised: what criterion do they use in continuing their relations with others? And what values do they search? Skidmore (1993: 83-87) In this research, five dimensions of job satisfaction of Smith and Kendall (work nature, salary and wage, chance of promotion, supervision, relations with colleagues) were studied and effect of these factors on job satisfaction were mentioned. These dimensions show the most important characteristics of a job to which what class of people have positive and effective reactions to it. In fact, satisfaction of person with these five dimensions can be obtained (Oskamp; 1991:27).

Research Hypotheses

- It seems that there is relationship between social participation and job satisfaction.
- It seems that there is relationship between social trust and job satisfaction.
- It seems that there is relationship between social relations and job satisfaction.
- It seems that there is relationship between social solidarity and job satisfaction.
- It seems that there is relationship between feeling of social justice and job satisfaction.
- It seems that there is relationship between feeling of job security and job satisfaction.

- It seems that there is relationship between term of service and job satisfaction.
- It seems that there is relationship between education and job satisfaction.
- It seems that there is relationship between age and job satisfaction.
- It seems that there is relationship between income and job satisfaction.
- It seems that there is relationship between enjoyment of welfare equipment and job satisfaction.

Research Methodology

This research has been done with survey method and data collection instrument in the stage of exploratory study included questions of closed and open-ended questionnaire. The main questionnaire was prepared and then pretest was performed on 30 persons as statistical population. The final questionnaire was formulated and the analysis unit in this research is person and the questionnaire was made by the researcher and to measure the independent variables and also dependent variables. To rate this questionnaire, Likert method has been used. The statistical population in this research included students of the sciences and research branch. The sample size was determined as 380 persons based on Cochran Formula and random sampling method was used. Considering the given list, they were selected. For face validity of the instruments, the analysis unit in this research is person. Views of the sociologists about conformity of the questions with the intended characteristics have been used. After performing pretest on 30 persons, internal reliability of the variables was obtained 0.891 based on Cronbach's *alpha* method, which had good reliability.

Research Findings

Descriptive findings of the research showed that central indices of mode, median and mean for rate of the variable of respondents' age indicate tendency to normal distribution due to closeness of their numerical values to each other. Their minimum age is 21 years and maximum age is 50. Mean age was 39.8, median of age was 35 years and mode of age was 34 years.

77% of the respondents were married, mean term of service performed by the studied sample was 15.86 years and median and mode are 13 years. The minimum work experience is 7 years and the maximum work experience is 30 years. Most respondents have service term of 15 years. Social participation level is high (7.04) and 12.8% of them had low participation level. 56.3% had high social trust and 19.4% had medium social trust and 24.3% had low social trust level.

Social relations had relatively high level among the studied sample (52.9), 25.1% had medium level of social relations and 22% had low level of social relations. Social solidarity is at medium level among the sample respondents and 18.5% announced that their social solidarity level is high and 13.7% also assessed social solidarity at low level. Establishment of social justice in the workplace is relatively high. About 45% have acknowledged this case and 33.6% assessed it as medium and 21.6% also announced social justice at low level. 60.6 % of the studied sample announced their job satisfaction to be high and 29.4% of the respondents announced their job satisfaction to be medium and only 10% had lower satisfaction.

Inferential Findings

Considering that all variables had different items which were collected to perform test and were converted into variables at interval scale. As a result, Pearson and regression test has been used.

Table (1): Summary of results of statistical tests of relationship between job satisfaction and research variables

Dependant variable (job satisfaction)			Independent variables	Row
Result	Pearson correlation test			
	Sig.	p-Value		
There is significant relationship	0.020	0.408	Term of service	1
There is significant relationship	0.048	0.346	Age	2
There is no significant relationship	0.215	0.282	Income rate	3
There is significant relationship	0.000	0.459	Social participation	4
There is significant relationship	0.004	0.286	Social trust	5
There is significant relationship	0.000	0.343	Social relations	6

There is significant relationship	0.000	0.650	Social solidarity	7
There is no significant relationship	0.716	0.343	Social justice feeling	8
There is significant relationship	0.000	0.461	job security	9
There is significant relationship.	0.021	0.225	Enjoyment of welfare equipment	10
	Spearman test		Independent variables	Row
Presence or absence of relationship	Sig.	Spearman value		
There is no significant relationship	0.287	0.194	Education	1

Considering results of parametric statistic of Pearson correlation m, relationship between independent variables (term of service, age , social participation, social trust , social relations , social solidarity ,job security , Enjoyment of welfare equipment) and dependent variables (job satisfaction) was confirmed and it can be said that factors affecting job satisfaction among the employed students are the above-mentioned variables. Among variables of social solidarity, social participation, job security and term of service with the highest correlation coefficient had the highest direct effect on satisfaction rate. Only relationship between two variables (income rate and social justice feeling) and job satisfaction was not confirmed and in fact, these two variables were not effective in satisfaction. Considering result of the Spearman nonparametric statistic, relationship between independent variable of education and satisfaction and the higher the education, the higher the satisfaction level would be.

Multiple Regression

Table (2): Model Variables Entered/Removed

Variables Entered/Removed ^a			
Model	Included variables	Excluded variables	Method
1	welfare equipment , social solidarity, social relations , social trust , social security, social participation , capital ^b	.	Enter

a. Dependent Variable: job satisfaction
b. All requested variables entered.

Table (3): Correlation coefficient, square of correlation coefficient, and coefficient of determination

Model Summary ^b										
Model	Regression	determination	Modified	Std. Error of	Change Statistics					Durbin-Watson
					coefficient	determination	the Estimate	Squares of	Modifications	
1	.912 ^a	.832	.776	7.10918	.832	14.892	7	21	.000	2.524

a. Predictors: (Constant), equipment, capital, participation , trust , security, relations , solidarity ,
b. Dependent Variable: job satisfaction

The above Table shows correlation coefficient, square of correlation coefficient, and coefficient of determination so that correlation rate between the above variables is 0.912 and is at high level. Coefficient of determination also indicates that 83.2% of the changes of dependent variable of job satisfaction are covered by independent variables.

Table (4): ANOVA

Model	SS	df	MS	F	Sig.
1	Regression	5268.444	7	752.635	14.892
	Residual	1061.349	21	50.540	
	Total	6329.793	28		

a. Dependent Variable: job satisfaction
b. Predictors: (Constant), welfare capital, participation, security, trust, relations , solidarity

Significance level given in the above Table indicates confirmation of the regression model considering f value which is equal to 14.892 and significance level of below 0.05 and independent variables are able to predict changes of dependent variable.

Table (5): Regression Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Significance level	95.0% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
(Constant)	-11.060	15.935		-.694	.495	-44.200	22.079
Social participation	.692	.544	.179	1.271	.218	-.440	1.824
Social solidarity	.626	.378	.325	1.657	.002	-.160	1.412
Social trust	.238	1.659	.016	.143	.887	-3.211	3.687
Social relations	.337	2.556	.074	.523	.606	-3.978	6.652
Job security	.469	1.354	.311	2.562	.018	.654	6.284
Enjoyment of equipment	.981	1.109	.181	1.786	.009	-.325	4.287

a. Dependent Variable: job satisfaction

Among all independent variables which have been included in the regression equation, variables of social solidarity, social capital, feeling of job security and enjoyment welfare equipment have significance level of below 0.05 and beta value of the above variables is 0.626, 0.245, 0.469 and 0.981 in prediction of the dependent variable. In this Equation, it is specified that increase or decrease of the above variables can increase job satisfaction.

Table (6): Residuals Statistics

	Minimum	maximum	Mean	Standard deviation	Total
Predicted Value	67.6474	124.5800	98.7241	13.71710	29
Residual	-11.15809	11.41235	.00000	6.15673	29
Std. Predicted Value	-2.266	1.885	.000	1.000	29
Std. Residual	-1.570	1.605	.000	.866	29

a. Dependent Variable: job satisfaction

One of the assumptions of using the regression is normality of the residuals. The following diagrams show that form of distribution of the standardized residential of the regression is normal and there is high correlation between them and the expected standard residuals (distribution of points on diameter of the next diagram confirms this fact).

Conclusion

✓ *It seems that there is relationship between term of service and job satisfaction.*

Correlation coefficient of these two variables is 0.408 and is significant at level of 0.020 and there is positive direct relationship between two variables. In other words, the longer the term of service, the higher the job satisfaction would be but this is possible in not all of the cases but 40.8% of the cases and this result can be generalized. Therefore, the research hypothesis regarding relationship between term of service and job satisfaction is confirmed. Intensity of relationship between these two variables (0.408) is evaluated at good level.

✓ *It seems that there is relationship between education and job satisfaction.*

Correlation coefficient of these two variables is 0.194 and is significant at level of 0.287 and there is positive direct relationship between two variables.

✓ *It seems that there is relationship between education and job satisfaction.*

Correlation coefficient of these two variables is 0.194 and is significant at level of 0.287 and there is positive direct relationship between two variables.

✓ *It seems that there is relationship between age and job satisfaction.*

Correlation coefficient of these two variables is 0.346 and is significant at level of 0.048 and there is positive direct relationship between two variables. In other words, the older the age, the higher the job satisfaction would be. Not in 100 % of the cases but in 34.6% of the cases, this is possible and this result can be generalized. Therefore, the research hypothesis regarding relationship between age and job satisfaction is confirmed. Intensity of relationship between these two variables (0.346) is assessed at good level. Cormen(1999) believes that correlates of job satisfaction can be divided into two classes of environmental factors (including job level, job content, considerate leadership, wage and chances of promotion , social interaction and work at one group)and personal factors (age, education, sex, experience and the like)(the same , P. 40).

✓ *It seems that there is relationship between income and job satisfaction.*

Correlation coefficient of these two variables is 0.282 and is significant at level of 0.215 and there is no positive direct relationship between two variables. Hypothesis claimed by the research was not confirmed.

✓ *It seems that there is relationship between enjoyment of welfare equipment and job satisfaction.*

Correlation coefficient of these two variables is 0.225 and is significant at level of 0.000 and there is positive direct relationship between two variables.

In other words, the more the enjoyment of welfare equipment, and the higher the job satisfaction would be. Not in 100 % of the cases but in 22.5% of the cases, this is possible and this result can be generalized. Therefore, the research hypothesis regarding relationship between enjoyment of welfare equipment and job satisfaction is confirmed. Intensity of relationship between these two variables (0.225) is assessed at low level. Francis Fukuyama believes that categories of organizational culture include honesty, fulfillment of obligation and mutual communication and based on theory of Heli, participation is divided into two classes of formal participation and informal participation.

Organizational structure includes different aspects among which organization size and leadership structure are the most important. Job satisfaction is affected by interaction of organization size and personal values of employees. For example, employees feel satisfied with high level of wage in very large organizations while the workers who work in small enterprises achieve their satisfaction more based on diversity of job and social relations (Oskamp; 2006:269).

✓ *It seems that there is relationship between social participation and job satisfaction.*

Correlation coefficient of these two variables is 0.459 and is significant at level of 0.000 and there is positive direct relationship between two variables. In other words, the more the social participation, the higher the job satisfaction would be. Not in 100 % of the cases but in 45.9% of the cases, this is possible and this result can be generalized. Therefore, the research hypothesis regarding relationship between social participation and job satisfaction is confirmed. Intensity of relationship between these two variables (0.459) is assessed at good level.

Participation process as a functional system at macro, meso and micro level is accompanied by functions of increase of social stability , creation of solidarity spirits and reduction of group conflicts and removal of dominance of personal interests over collective benefits , individualism, Centralisation and also deepening and expansion of the democratic values , strengthening of responsibility and feeling of attachment and obligation in person, expansion of social justice and development of self-confidence , innovation , eminence , activity , cooperation etc. (Hosna, 2004:143-4).

✓ *It seems that there is relationship between social trust and job satisfaction.*

Correlation coefficient of these two variables is 0.286 and is significant at level of 0.004 and there is positive direct relationship between two variables. In other words, the more the social trust, the higher the job satisfaction would be. Not in 100 % of the cases but in 28.6% of the cases, this is possible and this result can be generalized. Therefore, the research hypothesis regarding relationship between social trust and job satisfaction is confirmed. Intensity of relationship between these two variables (0.286) is assessed at low level.

Francis Fukuyama believes that social capital is the sensible form and example of an informal norm which promotes cooperation between two or more persons. Norms forming social capital can include norm of interactions between two friends to complex teachings (Tajbakhsh, 2006:170). It is not true that any set of norms with objective instance leads to formation of social capital. These norms should lead to creation and increase of cooperation in the group and they are related to traditional virtues such as honesty, fulfillment of obligations, trustworthy performance of duty, interactions and the like (the same).

✓ *It seems that there is relationship between social relations and job satisfaction.*

Correlation coefficient of these two variables is 0.343 and is significant at level of 0.000 and there is positive direct relationship between two variables. In other words, the more the social relations, the higher the job satisfaction would be. Not in 100 % of the cases but in 34.3% of the cases, this is possible and this result can be generalized. Therefore, the research hypothesis regarding relationship between social relations and job satisfaction is confirmed. Intensity of relationship between these two variables (0.343) is assessed at low level.

Porter says that while economic capital is in bank account of the people and human capital is in mind of people, social capital is found in structure of relations of people. To enjoy social capital, person should have relations with others and in fact, these are others who are regarded as real source of benefits which the person enjoys (Tajbakhsh, 2005).

✓ *It seems that there is relationship between social solidarity and job satisfaction.*

Correlation coefficient of these two variables is 0.650 and is significant at level of 0.000 and there is positive direct relationship between two variables. In other words, the more the social solidarity, and the higher the job satisfaction would be. Not in 100 % of the cases but in 65.0% of the cases, this is possible and this result can be generalized. Therefore, the research hypothesis regarding relationship between social solidarity and job satisfaction is confirmed. Intensity of relationship between these two variables (0.650) is assessed at high level.

Francis Fukuyama believes that categories of organizational culture include honesty, fulfillment of obligation and mutual communication and based on theory of Heli, participation is divided into two classes of formal participation and informal participation.

Organizational structure includes different aspects among which organization size and leadership structure are the most important. Job satisfaction is affected by interaction of organization size and personal values of employees. For example, employees feel satisfied with high level of wage in very large organizations while the workers who work in small enterprises achieve their satisfaction more based on diversity of job and social relations (Oskamp; 2006:269).

✓ *It seems that there is relationship between social justice feeling and job satisfaction.*

Correlation coefficient of these two variables is 0.036 and is significant at level of 0.716 and there is no positive direct relationship between two variables. Hypothesis claimed by the researcher was not confirmed.

✓ *It seems that there is relationship between job security and job satisfaction.*

Correlation coefficient of these two variables is 0.461 and is significant at level of 0.000 and there is positive direct relationship between two variables. In other words, the more the job security, the higher the job satisfaction would be. Not in 100 % of the cases but in 46.1% of the cases, this is possible and

this result can be generalized. Therefore, the research hypothesis regarding relationship between job security and job satisfaction is confirmed. Intensity of relationship between these two variables (0.461) is assessed at good level.

Regression Results

Square of correlation coefficient or coefficients of determination are shown as correlation between the above variables is 0.912 and is at high level. Coefficient of determination also indicates that 83.2% of the changes in dependent variable of job satisfaction are covered by independent variables. Considering f value which is equal to 14.892 and significance level of below 0.05 indicating confirmation of the regression model and independent variables are able to predict changes in dependent variables are able to predict changes in dependent variable. Among all independent variables which have been included in the regression equation, variables of social solidarity, social capital, job security feeling and enjoyment of welfare equipment have significance level of below 0.05 and beta value of the above variables is 0.626, 0.245, 0.469 and 0.981 in prediction of the dependent variable. In this Equation, it is specified that increase or decrease of the above variables can increase job satisfaction.

References

1. Azadeh, Mansoureh Azam (2002). Studying effect of objective and subjective conditions of work on job satisfaction of women in non-governmental section of Women Participation Affairs Center of the Presidency Institution.
2. Baker, Wine (2003). Management and social capital. Translated by Mehdi Alvani and Mohammad Reza Rabiee, Tehran. Industrial Management Organization.
3. Cleman, James S. (1988) Social Capital in the Creation of Human Capital, American Journal of Sociology, 94 (supplement) :S95-S120
4. Davis Keith- Newstrom John W.(1991). Human behavior in labor. Translated by Mohammad Ali Toosi. Governmental Management Educational Center.
5. Field, John (2009). Social Capital. Translated by Gholamreza Ghafari and Hossein Ramezani. Tehran; Kavir Publication.
6. Giddens, Anthony (2005). Sociology. Translated by Manouchehr Saboori. Tehran: Nashr Ni.
7. Hosseini Zadeh, Ali Akbar (2000). Studying factors affecting job satisfaction of employees. M.A. thesis (governmental management). Faculty of Humanities. University of Humanities. Tarbiat Modarres University.
8. Kavooosi (2006). Measurement of social capital. PhD thesis of Sciences and Research University.
9. Korman, Abraham K (1997). Industrial and Organizational Psychology. Translated by Hossein Shekar Shekan. Roshd Publication.
10. Michel, Mitchell, Terrence R. (1994). People in organizations, field of organizational behavior. Translated by Hossein Shekar Shekan. Tehran: Roshd Publication. First edition.
11. Oskamp, Stuart (1991). Applied Social Psychology. Translated by Farhad Maher. First edition. Astan Quds Razavi Cultural Deputy.
12. Portes, A. (2005). Social Capital: Its Regions and Applications in Modern Sociology; collection of articles on social capital, trust, democracy and development. Tehran: Shirazeh Publication.
13. Putnam, Robert (2001). Democracy and civil traditions; translated by Mohammad Taghi Delfrooz, Tehran: Political Research Office of Ministry of State.
14. Saboori Kashani, Manouchehr (1995). Sociology of organizations. Shabtab Publication.
15. Sarookhani, Bagher (1993). Research methods in social sciences. Tehran. Humanities and Cultural Studies Research Center. Vol.1&2.

16. Schermerhorn, John R (1999). *Organizational Behavior Management*. Translated by Mehdi Iran Nejad Parizi, Mohammad Ali Babae Zakliki and Mohammad Ali Sobhan Elahi. Management Research and Education Institute. First edition.
17. Skidmore, William (1993). *Theoretical Thinking in Sociology*; translated by Ali Mohammad Hazer et al., Tehran; Safir publication.
18. Tajbakhsh, Kian (2005). *Application of theory of social capital*. Collection of the first articles of symposium on social capital and social welfare. University of social welfare and rehabilitation sciences.
19. Tajbakhsh, Kian (2005). *Social capital, trust, democracy and development*. Translated by Afshin Khakbaz and Hassan Pooyan. Tehran: Shirazeh Publication.
20. Tavasoli, Gholamabbas (2008). *Labor and jobs sociology*. The Organization for Researching and Composing University textbooks in the Humanities (SAMT Publication).
21. Woolcock m. And Narayan (2005). *D-Social Capital: Implications for Development Theory, Research and policy*.