Australian Journal of Basic and Applied Sciences, 5(11): 1967-1971, 2011
ISSN 1991-8178

The Relationship Between Job Satisfaction and organizational Climate In Shiraz Municipality Personnel In Iran

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Abstract: There is several facts in organizations that guides the organizations behavior we world mention job satisfaction and organizational climate. The aim of the present study was to investigate the relationship of organizational climate with job satisfaction in Shiraz municipality personal. In Iran On a sample of 200 participants the instruments of organizational climate description (OGDQ) and job satisfaction survey (JSS) analysis of data revealed. That organizational climate were good predictors of personnel job satisfaction Further more, data revealed that there were no significant differences in mean scores of male and females on organizational climate and job satisfaction. Good and sufficient organizational climate increase the job. Satisfaction and raised job satisfaction caused satisfaction in job holder's 1ife. And it's increased the profit and portion.

key words: organizational climate, Job satisfaction.

INTRODUCTION

In some scientist believes organization behavior (ethic) science or knowledge make the undeniable aspect of today's new word. The society's essence and navigate is made by organizations and also organizational are made by circumference (around) word the existence relation in it although the organizations are established and organized differently and in different basics and purposed. But indubitable all of them are guided and organized base on physical and psychic efforts of human's power that they are major columns or pillars, Hence people's life in new society is extremely influenced by existence and organizations behavior.

That, more Scientifics alone try to know their reciprocal or polar essence and navigate more, better and justify the human's power and ability and make it necessary, Huoman(2002) There are several facts of ingredients in organizations that guided the organizational behavior and we could refer to job satiation and organizational climate job satisfaction is one of the main concepts the visionary and fundamental efforts attention to it and it's become very important in all levels of human's sources management organization, the importance of this fact is because of the role of it in development and improve the organization and hygiene and safety or health of work's makers and force .Law so, *et al*., (1998).

Each organization has its own psychologies atmosphere that makes it separate from others atmosphere. A person could feel correlation to an organization when he or she could work in good or friendly atmosphere or climate persons satisfactions in organization is the most important fact or ingredients in increasing the efficiency and proficiency job satisfaction is quantitative of emotion and positive theories that people have to their job Moghimi (2004). In fact job satisfaction is an emotional and psychic and sensational base or background that a person have in his or her inside toward the work or duty that he or she accepted and it helps him or her in his or her effort and motivation .Haydari (2004).

Job satisfactions are attached (attributed) to recognizable and emotional and appreciable toward their works Baron and Greenberg (1990). In addition job satisfaction itself is determinant of many organization variants like increasing the profit and portion, personnel compression and Ruth toward organization. Their dependency and interest to their work's environment and increasing the quality and quantity of work create good human relationship in work's environment. Create a right connection, increasing the morale and having love and interest to the work so it's necessary to study the fact those influences on job satisfaction.

According to done researches one of the important and influential facts on job satisfaction is organizational climate Saatchi (2003) defining organizational climate as personality organization and say that organization climate is formed by influence of different facts and ingredients such as organization built.

Amount of thought responsibility salary and wage (stipend) reward dangerous due to the job amount of accepting danger supporting and sincerity .Sergivanni *et al*., (1979) mentioned seven aspects and dimension for organizational climate that include organizational preciosity (precision) , sincerity , support and leadership. Some experts know organizational climate just as other name for professionalism theory. They think it means there is nice and desirable climate and atmosphere and personnel's has much job satisfaction when we say on organization of supported personnel's personality's feature is on high level but if supporting the personnel's personality were in low level there is an undesirable organizational climate and people have less job satisfaction. Lawson *et al*., (1998) usually organizational climate itself is a reinforce. It means that usually a weak and

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undesirables organization climate caused weak personnel's provocation constantly and job satisfaction and these emotions caused that that recognizes their organization poor and punk and unvalued. Huoman, (2002).

Previous Researches:

Michalle, *et al*., (2006) in a research in title of tendency to leave the work in workers found that, existence of discrepancies in organization with insupportable organizational climate and stressful and exclusion in negation way , influenced the persons work and act , organizational guarantee , and job satisfaction.

Samsupju *et al*., (2005) in their research found that desirable jobholders' relationship with cooperators and with organization's management is an effective fact or ingredient on jobholder's job satisfaction. Organizational climate is an effective ingredient on efficacious and organization's efficiency Rogga and Park (2001) and Rasta in his research find that, there is significant correlation between job satisfaction and organizational climate whatever the organizational climate become desirable the job holder's satisfaction of that job increased and vice versa.

Nicke (2001) has done a research in title of efficacy of organizational climate on the job satisfaction anxiety and tendency to leave the work. The results show preciosity or precision of organization that it is one of the organizations dimension is an important anticipator for job satisfaction. In addition interest and reward have a considerable role in job satisfaction foresight and tendency to leave the work.

Villiani (2007) receiving organizational climate of an effective ingredient. Upon efficacious and organization efficiency. Curry (1994) find that there is significant relationship between organizational climate and job satisfaction and both could influence each other. Open climate or atmosphere caused reducing the job satisfaction.

Research purpose:

1. Scouting of different between both sex in organizational climate and job satisfaction.
2. It's anticipator of job satisfaction via organizational climate and its dimensions.

Heptoses:

1. There is correlation between organizational climate and job satisfaction.
2. It could be possible to predict the organizational climate dimensions and job satisfaction.
3. There is different between organizational climate and its dimensions in males and females.
4. There is different between job satisfaction and its dimensions in males and females.

Data Analyze Method:

The descriptive research style was correlation kind. The given data was analyzed by using parametric statistic and cereus, average, standards skew and regression.

Research Method:

The scrutiny examines were 200 Shiraz municipality personal, and they were chosen by accident (random) cluster sampling style. In this way first five zone (1, 4, 5, 6, 7) from nine municipality zones of Shiraz were chosen by random and accidentally.

The questionnaire were accidentally dispensed among the present jobholder's of all zones 10 answer it rightly and truthfully. In this research used below scale to gathers data.

Climate Organizational Questioner:

This questionnaire has seven ideas or switches that made by Sergivanni (1979) and those seven dimensions idea or switch includes:

Consistency, responsibility, standards, reward, organization preciosity or precision, sincerity and supporting and leadership are compared. Each switch or idea is graded from one (1) to ten (10) number one shows minimum of number and 10 shows maximum for those number.

Rajabpur (1998) and Haidarzadegan (1993) validity calculated the questionnaire via inner parallelism and reported the each switch or idea's correlation in desirable tract in addition Rajabpur (1998) in order to determine the perpetuity, calculated the questionnaire in the reexamine. Style and reported 82 percent for efficient perpetuity. in present research to determining the justifiability use question analysis style.

And each switch (idea) has its maximum correlation with its related dimensions for determining the perpetuity use the Cronbach alpha and coefficients is equal by 73 present.

Job Satisfaction Scale:

This scale is made by Specter (1985) this scale has compared eight dimensions among: just, improve, protectorate (tutelage), cooperate, work (job), injections, rewards, and executive scheme, examinee for completing this scale to each switch idea bused on Likrit's scale from absolute disagree till absolute agreement.

Some of this questionnaire's question were graded vice versa Anarynezhad (1995) calculated questionnaire justifiability by inner parallelism and reported the correlation of each switch (idea) with total grade in desirable tract. In addition he reported the perpetuity of questionnaire 84 via Cronbach alpha. In present research to determine the justifiability used question analysis and each switch (idea) has maximum correlation with its own dimension.The perpetuity of questionnaire with Cronbach alpha is equal as 68 percent.

RESULT AND DISCUSSION

T-test results in Table 1 and 2 indicate no significant difference between scores of both sexes in the size and organizational climate and job satisfaction and its dimensions were. Only under the leadership of the size scale of rewards and organizational climate differences between the sexes has been. The average bonus in women than men and men in leadership mean more than women.

Table 1: Comparison of Scores of Organizational Climate and its Dimensions to the Gender Breakdown

Variables	sex	M	SD	T	DF	p
Organizational Climate	Mail Female	30/94 31/46	11/2 10/9	0/27	198	0/31
Coping	Mail Female	5/45 5/97	2/9 3/3	0/99	198	0/16
Responsibility	Mail Female	4/61 4/49	2/95 2/63	0/29	198	0/08
Standard	Mail Female	3/42 4/35	2/75 2/66	/070	198	0/72
Reward	Mail Female	2/72 3/22	2/41 2/98	1/15	198	0/02
Organizational Clarity	Mail Female	3/79 3/9	2/75 2/19	0/25	198	0/08
Support	Mail Female	3/96 3/86	2/98 2/66	0/21	198	0/6
Leadership	Mail Female	4/88 4/15	3/38 2/61	1/41	198	0/003

Table 2: Comparison of Job Satisfaction Score and its Dimensions to the Gender Breakdown.

variables	Sex	M	SD	T	DF	P
Job satisfaction	Mail Female	67/93 6/86	12/79 11/4	0/94	198	0/29
Pay	Mail Female	14/15 14/73	4/3 4/2	0/82	198	0/6
Promote	Mail Female	5/86 6/33	4/1 2/3	0/77	198	0/003
Supervision	Mail Female	9 9/2	2/09 1/8	0/84	198	0/15
Coworker	Mail Female	10 10/9	2/22 6	1/44	198	0/72
Work	Mail Female	6/1 6/2	1/95 1/58	0/17	198	0/25
Relationship	Mail Female	7/77 7/71	2/20 1/1	0/15	198	0/52
Administrative procedures	Mail Female	9 9/1	3 3/1	0/23	198	0/26
Reward	Mail Female	5/8 5/5	2/1 1/9	0/75	198	0/28

In order to predict job satisfaction and organization climate through its dimensions, multiple regression analysis was used the result in Table 3 and 4 is given.

These results indicate that the value of F test to evaluate the effect of organizational climate on job satisfaction, which was equal to 18/31 in $p<0.0001$significant. Look at shows that 9 percent of the variance in job satisfaction is determined by organizational climate. Regression coefficient of organizational climate on job satisfaction (B=0/30).According to the test value, t is significant and shows that the organizational climate to job satisfaction could be positively and significantly to the predication. The results of Table 4 shows the value of F test for the effect of organizational climate on job satisfaction dimensions equal to 3/60, which was in $p <0.0001$is significant. Value shows that 13 percent of the variance in job satisfaction is determined by the dimensions of organizational climate Also look at the regression coefficients which indicate the rewards sub-scale (B=0/16) to job satisfaction could be positively and significantly to the prediction. This means that increasing the reward will increase job satisfaction in employees.

Table 3: Regression Results of Organizational Climate on Job Satisfaction.

Previous variable	*F*	*T*	*B*	R^2	*R*	*P*
Organizational climate	*18/31*	*20/72*	*0/30*	*9%*	*0/30*	*0/0001*

Table 4: Regression Results Dimensions of Organizational Climate on Job Satisfaction.

Previous variable	F	P	R			T	P
Coping					0/06	0/84	N.S
Responsibility	3/60	0/0001	0/26	%13	0/08	1/08	N.S
Standard					0/12	1/54	N.S
Reward					0/16	2/11	0/03
Organizational celerity					0/05	0/6	N.S
support					0/007	0/08	N.S
leadership					0/15	1/68	N.s

Conclusion:

The purpose of this research was to scrutiny the relation between organizational climate and job satisfaction.

The consequences shows that the organizational climate could predict the job satisfaction and between the reward's scale could predict the job satisfaction this probability is possible that whatever the organizational climate become better and desirable by this means if in organization person with his or her owns role become compatible have freedom in act were positive competition is organization , in organization , and observe the bale and justice in pay , and participated the personnel in making decision and pay attention to their positive acts and works and giving rewards to them the job satisfaction of them would be increased except two of them reward and leadership subscale there is no sign of meaningful organizational climate different between two group in organizational climate grades and its dimensions.

The female's grade in reward subscale was more than males and in leadership subscale the average of male's grade was higher than female's grade. Maybe female's efforts and hard working in desirable scrunching and increasing their works quality that would be encourage is the average probability of rising the female's grade average.

And maybe female's doing their duty and tasks perfectly because of their sensibility to their job's duty and because of giving rigor to their work quality's estimate , they try to do their job very well and because of this they in comparison with makes would more encourage. The probability cause of high average male's grade in leadership most of their tendency is to lead and being efficacious in organizations and in addition the supporting that they given by Iranian society to catch that position (patriarchal in management. As it consider in most nigh with offices, institutions and organizations in Iran the management is on the male's hand and power.

Other results of this research show's that there's no meaningful deferent's between two sex. Work and act their grate of job satisfaction and its dimension just in improve subscales the average of female's grade was higher than average of male's graded. This data is in consonant with Suleiman Nezhad's(2001) data in 1380 – the possibility causes of this increasing average is tendency of females to growth and promotion in job and their effort to catch this growth.

Considerate to previous researches results about job satisfaction and it's dimensions it seems that in sex difference state in job satisfaction it needs more research to reach clear consequence in this case. Considerate to present research just done among Shiraz municipality's personal so recommend to done futures research in other organization and offices and even in other cultures of our country, among limitation of this present research was using this questionnaire with long q , so recommended to some research in state of provide sufficient tools for evaluate the organizational climate and job satisfaction.

Limitation of Study:

Like other correlation studies, this study is not without its limitations. Our sample consisted of one Municipality in Shiraz may limit the generable of the results. The study can be strengthened by increasing the sample size as the data analysis results and findings may vary substantially when the sample size is increased or decreased. Uses As only one municipality personnel in one city may not represent whole municipality personnel in Iran; more municipalities' involvement would create a more diffused results and findings.

Implication:

Several factors in any organization are effective in creating job satisfaction.Identifying factors and job satisfaction in organizations can be reduced to increase their job satisfaction in organization was planned. Recommended the study be done in other organizations**.**

More factors or variables can also be included in the questionnaire as stress can be caused by many different aspects of the working environment. With and increased sample size, a more detailed correlation study among independent variables and the

ACKNOWLEDGMENT

There are many people who have helped me throughout the process of completing this paper. First and foremost, I would like to thank the loves of my mother and my family Thank you for all of your patience, love, understanding, and support this process.

Thank you to all of the staff at the Shiraz municipality personnel in Iran for assisting me with my questionnaires. I would like to give a special thank you to the Arsanjan branch, Islamic Azad University in Iran.

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