

Organizational Commitment And Job Satisfaction Of Employees Of Electricity Companies

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Abstract: For this study, data analysis and inference Pearson moment correlation coefficient was used and data software analysis spss is located. Review showed that the average age of employees was 45 and 76 / 3 percent of male employees and Electric Company 23 / 7 percent were female. 83 / 7 percent of married employees and 16 / 3 percent were unmarried. Title of Head Office staff, deputy in charge of the circle and the experts were certain that the highest percentage was related to the experts. (52 / 5) of staff education bachelor degree diplomas and the highest percentage were found to be (61%) and employment status of the officials were having the highest percentage (60 / 9%) based on results Considering the statistics $E 4 / 945 = t$, and a significant level of $00 / 0 = p$ with a resulting 95 percent sure we plan the relationship between fringe benefits and employees organizational commitment is significant.

Key words: Management, Staff, Organization, Power, Satisfaction

INTRODUCTION

One of the topics that the commitment of researchers in the field has attracted, various aspects of the concept of commitment. Because, employee attachment and commitment, not only the organization but also with other bodies such as career, family, the direct supervisor, religion, etc. is connected. Two aspects of the commitment to include highly regarded organizational commitment and professional commitment. Understanding the nature of the relationship, compatibility or conflict between the two types of commitment, is the subject of many discussions. In classical literature "a model professional conflict - organization, will assume a total commitment to the organization, is zero. means that one side, reducing the commitment to be our other side. But some say is such a professional and organizational commitment can be as separate and distinct phenomena can assume that in this case a are in line with each other . So can a professional career and still be committed to their organizations.

Until now, research literature to examine different views about the relationship between organizational commitment and professional deal. Researchers such as "popcorn (1962)", "Blav and Scott (1962)", "Alexander (1981)", "Hall (1968)", "my dwarves and Howell (1986), who between organizational commitment and professional, have been inconsistent. Based on these views, researchers, professional staff, as it claims are more loyal to the profession and its values are to the organization and their employers. Although the issue of conflict between organizational commitment and professional commitment has been highly regarded, but some researchers These two are not inconsistent. They actually, believe a positive relationship between professional and organizational commitment there.

For example, researchers such as "Valnsy, Ranya and working reed Meyer (1986)", "Hrbynyak (1972)", "Oregon and Green (1981)", "Williams and colleagues (1986), claimed that growing professional and bureaucratic characteristics are evident in the works. This approach led to believe that the lack of conflict between organizational and professional commitment was. In this vision, goals and expectations by professional organizations and is estimated to be no commitment to the puzzle.

Considering the comment before said, and more paper now refers to definitions and concepts of commitment, agree and disagree responses (with an emphasis on approaches agree) context of the relationship of organizational commitment and professional commitment to be explained.

2 - Commitment and satisfaction:

In some organizations, time management interest and commitment towards progress and development is organized and efficient new system designed and implemented to the leaves, but after a while very good, despite its effectiveness due to management changes, the system performance due to lack of organizational structure is needed to stop. So for the implementation of knowledge management in organizations like any other duties and activities, the need for a proper corporate structure and organization are. Type of organizational structure dimensions of knowledge management organization, the amount of investments, number of employees, size and diversity of products or services, location and level of technology and organization depend on specific

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circumstances. In this context it is essential that the administration of the two dimensions should be considered seriously.

2-1 - staff roles”

In this connection it is better a committee (under the Steering Committee or any other appropriate title) consisting of senior managers of all units and organizations are formed and set about development policies and overall program management process knowledge to take proper decisions.

Including cases where the committee can act on them to include: location, time and how to gather knowledge, how to organize, combine, update and maintain knowledge, how the distribution of knowledge at the right time and place desired, monitor organizational unit Executive control and guidance systems knowledge and its application and how to use the knowledge, communication mechanisms reasonable knowledge management systems with other enterprise systems, including system upgrades, systems and encourage discipline, employee evaluation system, payroll system and... In order to make everything more efficient organization of knowledge and other measures are needed more.

Committee meetings based on the specific programs or condition occurs that can be held.

2-2 - Saffi Role:

Administrative tasks in field operations management process knowledge by the enforcement unit is done. Steering Committee for implementation of all resolutions, process measurement, analysis, planning, corrective actions, including follow-up and recovery and other tasks are mentioned. Since knowledge of complex components of the expertise of different organizations has been formed subcommittees need another senior manager to head each unit of the organization is a member of the Steering Committee and a number of employees under his supervision and cooperation with the Steering Committee formed and Executive Branch toward applying knowledge management in the organization and participate development.

Point that should be considered managers is that the organization needed to implement organizational knowledge management should be organized according to type and other special features it. Many lack knowledge management implementation success due to lack of proper organization of the organization is structured. It also meant not imagine that any organization should be long and wide organizations to implement knowledge management way, but many organizations may be able to make these roles among their existing organizational units assigned so that the desired objectives are achieved. Trustee or important to determine the sustained activity required to implement KM in the organization are.

3 - The importance and necessity:

Manpower recruitment agencies to preserve and protect the public and employees of any organization in particular has a human resources management.

In human resources management and health maintenance staff to keep body and soul, and good use of them and fill the most important institutions and organizations most valuable assets are the importance and value can be certain though competence standards compliance, payroll administration, training and create incentives for better use of manpower is needed, but if this property is always essential health and welfare services personnel (fringe benefits) to its attention.

Therefore, organizations must manage various storage systems that lead people to rebuild their physical and mental restoration is desirable to use this program for Welfare and different (different health insurance, life insurance, accident and disability ...) to run. If the organization wants to make the most of creative force employees to reveal them, and gives job satisfaction and commitment is necessary to arouse the order and order the necessary programs carefully done and brought to the needs and problems are diligent workers. If employees meet their needs in the organization do not help the morale problems caused negative effects and put their commitment to the poor organization makes it so the person will not be able to yield more and produce more favorable thinks the word means either.

Ultimately, understanding factors affecting job satisfaction and organizational commitment can improve employee performance and achieve desired goals, and worked for something important and remarkable.

4 - Research Objectives

4-1 - The main goal:

Side benefits of the project impact on increasing employee job satisfaction and organizational commitment.

4-2 - specific purposes:

A - The effect on fringe benefits plan Job satisfaction Power Distribution Company of Mazandaran Province

B- Effect of fringe benefits on organizational commitment scheme employees power distribution in Mazandaran province

C- determine the role of job satisfaction on employee organizational commitment Power Distribution Company of Mazandaran Province

D- Effect of gender on employee job satisfaction Power Distribution Company of Mazandaran Province

E- Effect of gender on employee organizational commitment Power Distribution Company of Mazandaran Province

5 - Research questions:

A - whether between fringe benefits and designs electric company employee job satisfaction are related?

B - Do fringe benefits between the plan and organizational commitment are related electric company employees?

C- whether between job satisfaction and organizational commitment correlation there?

D - Does the relationship between gender and job satisfaction there?

E- to what extent the relationship between gender and organizational commitment are there? Defined concepts

Fringe benefits:

Fringe benefits can be understood that it rewards companies and organizations membership or participation because people in the organization provides for them. (Gray, 1376: 482)

Job satisfaction:

A set of compatible and incompatible feelings that the staff feel their work look., for example Agrkarmndy to their future career in mind is a sense of security is job satisfaction.

6 - Organizational Commitment:

Commitment is required to restrict freedom or other defined organizational commitment to believe the person accepting the organization and goals and values tend to favor the organization is trying . Organizational commitment in this research means to create interest and a sense of ownership in the power distribution ratio of employees to do the leg work and increasing scheduling and loyalty toward the organization and orientation values so that employees with all their power and capacity for diligent research goals be.

7 - Model study:

Research Association is a descriptive, correlation study also said to be an investigation in which the relationship between two or more variables using the correlation coefficient is determined to discover and describe. Descriptive methods to collect and classify, and summarize and display of statistical data is used or in other words we can say that because they describe how to display a host of little information and display some of the important characteristics that somehow for users is simple to understand has been used.

First hypothesis:

plan benefits and employee job satisfaction Power Distribution Company meaningful relationship exists.

Between project staff fringe benefits and job satisfaction Power Distribution Company is a meaningful relationship.

As is seen between 44 percent of respondents plan to fringe benefits and job satisfaction is high and very high level and 23 percent believed that the low levels considered too low One - sample statistics

Between project staff fringe benefits and job satisfaction Power Distribution Company is a significant relationship

Between project staff fringe benefits and job satisfaction Power Distribution Company is a significant relationship

Conclusion:

In the first hypothesis (benefit plans and employee job satisfaction Power Distribution Company is a significant relationship) between 44 percent of respondents plan to fringe benefits and job satisfaction is high and very high level and 23 percent believed that the low level and very considered low. In the second hypothesis (fringe benefits plans and employee organizational commitment Power Distribution Company meaningful relationship exists.) Seen between 40 percent of respondents plan and fringe benefits on organizational commitment is high and very high levels and the 27 percent level considered low and very low.

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