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EVALUATION JOB SATISFACTION OF PHYSICAL EDUCATION PROFESSORS OF ISLAMIC AZAD UNIVERSITY

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ABSTRACT

Job satisfaction is everyone's conception of his job and it is every ones positive feeling about his job. Universities need to motivate as education essentials because they can be effective in students instruction and promotion. According to the importance of professor job satisfaction in education goals success and making more efficiency, this research was conducted to evaluate job satisfaction of Physical education professors Azad university zone of 13 in 2010. This research is an observational and field research. The statistic population includes all university units' physical education professors and the statistic sample is equal with its population. The measurement tools contain a demography questionnaire including sex, age, scientific stage, job experience and Herzberg's job satisfaction questionnaire. The descriptive and inferential (correlation coefficient one sided variance analyze and t-test) statistics has been used. In job satisfaction inspected dimensions, satisfaction from job nature has the highest $M=(71,37), SD=(12/10)$ and salary dimension has the lowest $m=53/5, s. d=14/6$. The mean of total grade of physical education professor's job satisfaction is equal $58/2$ and is equal $SD=10/51$. The results show that job satisfaction of physical education professors of Azad university units (zone 13) is in middle state. The inspection of demography data shows that none of attributes such as age, education level, years of service, employment way and senility to the research results, the suggestion is that with salary and sport possibilities increase and also promotion opportunities creating can increase professors' job satisfaction.

Keywords: *Job Satisfaction-physical Education Professors-Eastern Azerbaijan*

INTRODUCTION

Management has previously been considerate as a necessity for human being and used in his all activities and it is the most important activities in nowadays life (Onyett, 1997). Organizations are as plans in order to provide society basic needs and these needs are expanding according to social changes gradually. Organizations have various goals and achieving these goals, they act as their plans and their activities depend on using human sources. Job satisfaction is applied to all interests or positive feeling that individuals have towards their job. The higher job satisfaction show, the more interest about the job. It provides individuals needs and events positive feeling in them about their job (Abdulla, 2007), Job satisfaction is not only one of the most motivation factors in professors teaching, but also it is one of the indicators that professors transfer to students and this shows the importance of job satisfaction. Job satisfaction means positive and useful affection feeling that is resulted after doing a job or action, and also it is the relationship between job duties, action and reaction, motivation, encouragement and assurance. Job satisfaction has also an important rule in professor function and if university doesn't pay attention in job and finally it causes organization efficiency decreasing. Organization manager should continually inspect non-satisfaction factors in professors and do their best to solve this problem (Marzabadi, 2007). To measure effective factors of job satisfaction, there are two theoretical concepts. One is content theory like mazlo and Herzberg theories that indicates the content of job satisfaction creating and tries to explain the job satisfaction. The second theory is process or differential theories that shows the job satisfaction creating process and try to explain job satisfaction based on the relationship or composition of the related variables. This theory acts like victor and Adamz theories (Rochester, 2004). According to Herzberg theory, effective factors on job satisfaction are divided in two classifications: preventer factors enter and

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conception and motivational factors. On the other hand, professors are universities main resources and form the main structure of high education system. Scientific mission members do expanded activities such as educational, research, cultural, individual development, and managerial duties out of university. So measuring their job satisfaction and related factors can be a basic role in every stated domain. If the scientific mission member satisfy their job, they will have enough motivation to do student education duty and it will lead to society development. Studies done about scientific mission members job satisfaction shows that their satisfaction depends on various factors. Factors resulted from Scotland's Research (2004) are working hours, job volume, relationship with responsible and co-workers, job future and salary. The results of this research also show that organizational, environmental, job nature and individual factors are as main variables related to job satisfaction (Rose, 2006). In other study in California University, the reasons of scientific mission member's dissatisfaction was about job volume, short of salary and not enough scientific tour costs. The results of other studies show that there is meaningful relationship between job satisfaction and organization management (Eklund, 2008). The study done on scientific mission members in U.S.A. University indicates that they are interested in their job and it relates to their job satisfaction (Bilimoria, 2006). In this research they satisfy about their salary and want to continue their job. Pitet (1999), in his study about organizational relation influence as a effective factor on job satisfaction indicated there was meaning full relation between job satisfaction and received salary. The results of Freeberg (2000) in the examination the women manager's job satisfaction in U.S.A sport organization show that they satisfy job and there are differences in job satisfaction factors (salary), promotion, coworker, supervision). Lind (2007) has studied the job motivation of U.S.A. physical education teacher according to sexuality, age, years of teaching and job abilities. He resulted that sport teachers have shown weak relation in regard to motivation of job doing and recognition, and have responded positively to belonging feeling to inspect of the job satisfaction, a research was accomplished on 11,000 teacher in Canada. The results show that they satisfy their job. Student and society respect towards sport teachers and manager's better relation with teachers has been as key factors of teacher motivation. The majority of the teacher studied that they would select sport teacher as future job if they had another opportunity for job selection. Nourbaksh (1999) examined the job motivation of scientific mission members of physical education universities all over Iran based on herzberg theory and resulted that motivation and health factors were effective on job motivation. Jahanian (1995), Midani (1991), Hill (1997) attained the same results. It is noteworthy that this amount shows the highest job satisfaction in regard to previous researches and this increase the parent's attitude towards teacher's identity was examined too. The results show that only 29 percent of people have stated the teacher's high identity before 1990. This figures increased about 41% in 1992 and 53% until 2002. In study done in Rafsanjan city in 2004, the main factor effecting job satisfaction were salary, job nature and job security. Herrera and others (2003) inspected the physical education teacher's job satisfaction in university national sport association and the results show that there is meaningful highest job satisfaction among sport professors. In other study done in Kermanshah and Esfahan in 2008, satisfaction from job nature had the highest effect on job satisfaction (Ranjbar, 2006). The study done in Tehran universities in 2008, job satisfaction had relationship with economic, factors (Bakhshi, 2004). So recognition of job satisfaction and related factors in universities scientific mission members can be one of the tools for creating efficiency in education and can increase the professor's dedication quality by careful planning. The goal of present research is to evaluation the job satisfaction of sport professors in universities of zone 13. The research questions are: how is professor's job satisfaction? What are the sport professor's needs? What are their job expectations? To respond these question and other questions, the present research seemed to be done. The other hopes that the results of this research can help universities managers to recognize physical education professor's needs and job motivators for they can have effective education for students.

MATERIALS AND METHODS

The present study is an observational examination. The population of statistic of the research includes 64 professor of the Physical Education University of Zone 13. the Statistic Sample Equals the statistic

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population of the study. The tool for information collection is questionnaire that contains demographic information such as age, sexuality, scientific level, employment position and years of service. The second questionnaire is a job satisfaction standard questionnaire that measures the job satisfaction in 6 dimension such as job nature, the method of supervision and relations job security, promotion opportunity, salary and job physical and environmental condition. This questionnaire has been resulted Herzberg's job satisfaction measurement standard questionnaire that its reliability has been examined in previous studies and its coefficient is 88%. This questionnaire includes 45 questions based on Likert spectrum. The maximum point for every satisfaction factor is 5 that means satisfaction is very much and minimum point is 1 that means satisfaction is very little and point 0 means non-satisfaction. The total point for every 6 factors is 100 in order to compare with previous studies. To get descriptive goals, the mean and standard deviation for every question is based on 0 to 5 point. In data analysis, first descriptive statistics has been used for data arrangement, mean, standard deviation and graphic drawing and then inferential statistics includes one-sided variance analysis, Pearson correlation coefficient and t-test.

RESULTS AND DISCUSSION

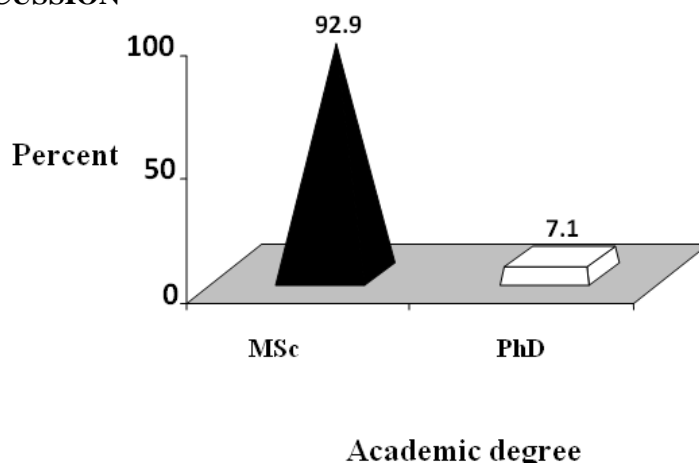


Figure 1: PE teachers, education distribution of Islamic Azad universities zone of 13

Table 1: The mean and standard deviation of questions that measure the satisfaction dimensions of professors Azad universities of zone 13

Managerial levels		Number	Mean	standard deviation	p
Attributes					
Job satisfaction dimension	Job nature	64	4/34	.76	0/001
	Supervisory chief	64	3/91	.90	0/001
	Job security	64	3/79	.93	0/001
	Promotion	64	3/20	.80	0/01
	physical condition and Work environment	64	3/35	1/12	0/001
	Salary	64	2/85	1/29	.331
	Job satisfaction	64	3/57	1/04	0/001

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Table 2: The mean of total satisfaction and dimension based on demographic variables in physical education professors

Dimension	Job nature		Supervisor		Job security		Promotion opportunity		Physical condition of job environment		Salary		Total		
	M	S.d	M	S.d	M	S.d	M	S.d	M	S.d	M	S.d	M	S.d	
Variable															
age	24-35	78.1	13.53	65.8	15.2	56.1	16.7	58.95	17.2	59.1	13.40	57.80	18.95	62.64	11.90
	36-50	74.1	12.32	61.25	13.3	59.1	15.6	57.2	15.7	55.1	14.60	54.42	16.30	60.01	10.45
Scientific grade	Educator	77.13	13.39	63.01	15.25	61.5	16.80	56.14	12.2	58.89	15.80	59.15	16.60	62.66	11.91
	Assistant professor	74.1	13.1	62.1	13.01	56.30	14.70	57.60	13.70	54.13	12.33	54.25	17.20	59.83	11.58
Years of service	1-8	75.6	11.42	*67.13	13.20	58.1	16.60	57.92	16.60	56.86	13.46	57.12	18.10	61.83	11.23
	9-11	72.15	12.59	*59.80	13.30	57.30	15.80	57.30	15.80	54.60	14.75	54.55	16.80	59.16	10.97
	11-25	73.6	12.39	56.9	13.01	55.15	11.90	55.13	11.90	57.90	12.45	57.23	11.59	59.38	10.37
Employment type	Full time	*78.17	11.20	62.72	14.32	58.95	16.53	*61.18	16.29	58.22	14.60	57.50	17.75	62.16	11.28
	Occasionally	70.18	13.80	61.52	12.85	54.74	13.85	*53.43	13.75	53.35	12.95	52.20	14.80	57.33	10.1

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About the education level, the highest frequency of 92/9% M.S degree and 7/1% P.H.D degree are observed.

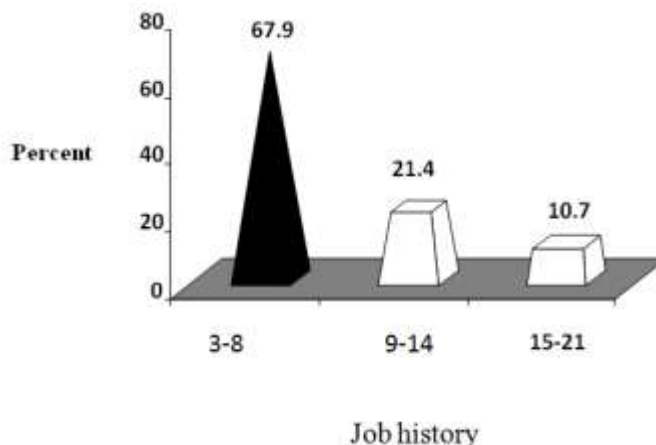


Figure 2: PE teacher's job records' and distribution of Islamic Azad universities zone of 13

According to study results, all scientific mission of universities physical education were 75 that 64 persons of then answered the questionnaire. This number of persons were higher than the persons who had answered the questionnaire in other studies in Iran and other countries (11)' In this research women were 18 persons (37%) and men were 46 persons (63%). Figure (2) shows the most teachers have mean job records of 3-8 years and young ages a mean of 35 years. 43 professors were fulltime, 21 were semi-time. 59 professors were educator (professor) and 5 people were assistant professors. And also 12 professors in this study had executive responsible am 52 professors hadn't. The average point of all professor's satisfaction was 58/2(15/51) from100. The average point of job nature satisfaction factor was 71/37(12/10), the manner of supervision and relations satisfaction factor 61/10(13/90), job security satisfactions factor 56/58 (15/62), promotion opportunity satisfaction factor 56/28(15/65), job physical condition satisfaction factor 53/85 (13/34) and salary satisfaction factor 52/75(14/69). So the most satisfaction was from job nature factor and least satisfaction was from salary factor.

According to table 1, the mean of total grade of physical education professor's job satisfaction is 3/57(1/04) and the mean of dimensions of job satisfaction in order of satisfaction from job nature is 4/34(o/76) that shows the highest satisfaction and the mean of salary dimension is 2/85(1/29) that shows the least satisfaction. the meaning full deference between the mean of total satisfaction only in full-time and non-full-time professors is seen in error surface of 5%.The mean of total satisfaction and its domains has been stated in table 2 based on age levels, employment way, years of service, being fulltime and having executive responsible.

Conclusion

Job satisfaction increase not only has more important, but also it has capital investing value according to its effect on other dimensions of job perception. Descriptive statistics shows that the most important factor in university professors, satisfaction is related to their salary and the highest satisfaction is from job nature. These results are similar to the results of Khavari *et al.*, (1999) and Dekoning (1994) researches. In other studies in foreign countries, salary and financial income have been stated as the most effective factors in job satisfaction (McGinn, 2003). In this research, 38% of professors have had much, 24% average and 38% low satisfaction. In the previous studies that has done in Tehran university, 65% of scientific mission members hadn't job satisfaction .that this amount has been more than this research (p=%18). So job satisfaction has meaning full relation with job nature that can affect students, education (Rose, 2006). Professors believe that the manner of supervision in Azad universities has been in good mood. The other study done in Alzahra University in Tehran shows that good managers and co-workers in working time and also having professional authority can play important role in job satisfaction (Lind, 1996). The results of a research in U.S.A show that good and rational relations between co-workers and

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responsible, friendly and suitable behavior and making a job environment without anxiety by managers are effective in job satisfaction. Another factor affecting on job satisfaction is professors, scientific level promotion.

In present research, professors of Azad University of zone B are satisfied from promotion opportunities (Hill, 1997; Ranjbar and Vahidshahi, 2007; Lind, 1996; Ward and Sloane, 1999) and also the results shows that full-time professors has more satisfaction than part-time professors. This case has been seen in other studies that done by feresko, herrera and Gholminezhad (Ward and Sloane, 1999). Although salary factor is important in job satisfaction, it can't increase job satisfaction. This is explainable base on Herzberg theory. That factors like salary, income. Job environment and management don't lead to job satisfaction lonely, but lack of them causes job dissatisfaction (Herrera, 2003).

In this study, part-time professors and who hasn't clear employment situation have lesser satisfaction than full-time professors. To solve this problem, it is necessary to make easier condition for changing part-time to full-time situation and increase job satisfaction. This result is similar to Ranjbar (2007), Bender and Asadi's (2006) studies results. And also the results of present study show that. There are reversed meaningful relation between age and job satisfaction ($r=-0/152$, $p=%95$) and like young, rochester's and Bimoria studies, there are relation between job satisfaction and scientific level.

According to results, factors such as job nature, variety of duties and friendly relation with students are effective on job satisfaction. Lack of possibilities and unsuitable education about physical education position are factors that lead to job dissatisfaction. So, according to professors, interest in their job, managers can increase their job satisfaction and motivation via economic condition promotion and useful programs for students, free time. On the whole, universities managers can use this study results and other suitable strategies in order to increase professors, motivation and prevent them to spend their energy in another job. And in this case, managers can change them to potential resources in physical education course.

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