



STUDYING THE RELATIONSHIP BETWEEN RELIGIOUS ORIENTATION AND JOB SATISFACTION OF EMPLOYEES IN SARAVAN'S OFFICES

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Abstract

Present study is aimed to review the relationship between religious orientation and job satisfaction of employees in Saravan's offices. It is a descriptive- surveying study. Of all employees, 100 people were chosen by simple random sampling method. Allport's religious orientation scale and Herzberg's job satisfaction questionnaire were used to gather data. Using Pearson's correlation coefficient, Data analysis showed that there is no significant relationship between religious orientation and job satisfaction of official employees. Using T test, data analysis showed that there is no significant difference between religious orientation of male and female employees. Also there is no significant difference between job satisfaction of male and female employees. Using F test, data analysis indicated that there is a significant difference between religious orientation(total) of employees and academic grades but there is no significant difference among religious orientation (internal and external) of employees with different educations. There is also no significant difference among job satisfaction of employees with different educations.

Key Words: Religious orientation, job satisfaction.

INTRODUCTION

Religious beliefs are of effective factors in personal growth and it can be said that religious is a factor for keeping and improving mental and physical health. Religious beliefs play great role in increasing individual tolerance while facing mental problems. Religion as a collection of beliefs, generalized and private values is one of the most effective mental supports and is able to revitalize and rescue aimless life of the person (Motamedi.et.al, 2005). Results showed that religion is a supportive force to reduce mental pressures and criminal temptation and also increase life satisfaction. The term, religious orientation refers to general personal concept about religion so that it is a collection of beliefs, acts and special rituals regarding a higher existence (Kiomarsi, 2003). Yong.et.al (2000), Jonson (2004) and Mcnulty (2004) showed that religion had considerable effect on individual adjustment and it can be used to cure people interested in spiritual mental therapy. Research results of Navara & James(2005) showed that people who had gained higher scores in religious orientation, had more stress but people who had higher score about internal religious orientation had less stress. Levin, Chaterz and Tailor(1995) cited by Chavoshi.et.al (2008) found that people who had more religious orientation, showed more life satisfaction. Islami.et.al (2001) studied depression and its relation with people attitudes towards religion in medical students and concluded that average religious attitudes of male students was less than that in female students and this difference was not significant. Nikouy.et.al (2004) studied relation between religion with marital satisfaction among Tehran couples and found that there was a significant correlation between internal religious orientation, acting religious beliefs and marital satisfaction. There is no significant correlation between external religious orientation and marital satisfaction. Variables of education, number of children, age, gender and income rate have no effect on marital satisfaction. Education has significant effect on religious orientation and religious beliefs. Gender has no effect on religious orientation and beliefs. Bayani.et.al (2008) resulted that there is no significant difference between male and female regarding religious orientation. Statistically there was a reversed and significant relation between religious orientation of students and their anxiety. Asadi Farhadi.et.al (2009) compared religious orientation, life quality and mental health of employees and found that religious orientation (internal and external) is effective on life quality and mental health. Faith and religion are always with human and are the main cultural factors of a nation. They integrate a society and make people feel coherent. Role of human force is also important in improving social affairs and is the most effective base in economical, social and cultural changes. One of

valuable sources in every organization is human force. Human force is job satisfied when individual expectations are matched with job awards. Not knowing the job and job satisfaction are tools to evaluate personal occupation and job. In previous studies, uniform and boring works or stressful jobs are one of basic factors of job dissatisfaction but studies showed that there may be job satisfaction with a boring and uniform job or people who had stressful occupations (Hojati and Sadeghipour, 2006). Job environment should at least meet mental needs of people in order that they make an effective service in addition of earning money and promoting their knowledge and skills. Personal information about the job, income, job promotion, social prestige, management of working place without discrimination are important factors in job satisfaction. Bahrololoum (2008) showed that there was no significant correlation between gender and job satisfaction and there was a negative correlation between academic degree and job satisfaction by 0.05 significant level. Aslankhani (2000) stated that male and female job satisfaction had no significant difference in the society. Ghaseminejad.et.al (2002) studied relationship between organizational climate, job satisfaction and occupational stress and concluded that there was a significant difference between female and male averages regarding job satisfaction but there is no relation between job satisfaction and academic degree. Alfaghih.et.al (2003) studied factors affecting job satisfaction of employees of Water & sewage Co and showed that there was no relation among variables of gender, age, marital status and job background with job satisfaction. Habib and Shirazi (2003) studied job satisfaction and mental health of hospital personnel and showed that nurses' satisfaction was significantly lower than official staff. Both of them showed that most satisfaction regarding coworkers and higher rank coworkers and job nature and the least satisfaction from income, lateral facilities and possible awards. Inversely Job satisfaction was related to education but there was no significant correlation between job satisfaction and variables of age, gender, marital status and job background. Bambaero and Iranban (2006) studied relationship between organizational culture and job satisfaction and concluded that average job satisfaction in female was less than males but there was no significant difference statistically. People under 40 years old showed more job satisfaction than those over 40 years old but it was not significant statistically. Average job satisfaction of personnel with education lower than bachelor was higher than those with graduate and post graduate degrees but it was not significant statistically. In their study, Ismaili and Ansari (2007) concluded that job satisfaction of staff had no significant correlation with reducing variables except for income level. Blood.et.al (2002) cited from Rezapour.et.al (2010) reported that speech pathologists with more experiences showed more job satisfaction than those with less experiences. Clark (1996) cited from Hosseinasab and Joyani (2008) concluded that there was no significant difference between American male and female job satisfaction and in England; females had more job satisfaction than males.

Hosseinasab and Joyani (2009) studied organizational culture and staff job satisfaction of Azad University and concluded that there was no significant difference between male and female job satisfaction. There is also no significant difference in staff job satisfaction of different academic degrees. Yousefian (2004) reported that there is no difference between male and female job satisfaction in primary, guidance and high schools. The males were mostly satisfied with the supervisor and females were mostly satisfied with job and supervisor and the least satisfaction in both groups related to payments. Present study is aimed to study relation between religious orientation and staff job satisfaction of Saravan's offices.

METHOD

Population, sample and sampling

It is a descriptive-surveying study. Statistical population includes all employees of Saravan's offices. 5 offices were chosen randomly and 20 employees were chosen randomly from every office. As a result, the sample study includes 100 official employees who were chosen by simple random sampling.

Tools

In order to gather information, following tools were used in the study:

Allport's religious orientation scale: in 1950, Allport and Ras developed this 21 sentence scale in order to evaluate internal and external religious orientations. Correlation of internal and external orientations is 0.21 (Allport & Ras, 1967). This test was translated and normalized in 1999. Its internal harmony is 0.71 using Kronbach's Alpha coefficient and its reliability was 0.74 (Mokhtari, 2001). Questionnaire validity was

determined 0.74 by Jan Bozorgi using Kranbach's Alpha coefficient and 0.71 by Mokhtari.et.al. It was scored based on Likert spectrum that is ranged from very agreeable to very disagreeable. Answers were scored 1 to 5. Herzberg's job satisfaction questionnaire: it was developed by Dalt.et.al in 1996 in form of a two factor theory. It has 72 phrases and there are 7 items for every phrase ranged from the least agreement to the most agreement. The questionnaire has 36 phrases for personal satisfaction and 36 phrases for job dissatisfaction and both include incentive and healthy factors. In general, the questionnaire is consisted of two parts. The 7 item Likert spectrum was used to measure them. There are 36 phrases for personal satisfaction and 36 phrases for dissatisfaction. Validity of the first questionnaire is 93.7% and the second one is 92% (Ghazi, 2003). Spss software, inferential and descriptive statistics were used to analyze data.

RESULTS

Assumption 1: there is a significant relationship between religious orientation and job satisfaction of official staff.

Table 1: determination of correlation coefficient between religious orientation and job satisfaction of staff

	Job satisfaction (total)		
	r	Sig	N
Religious orientation (total)	0.106	0.292	100

Results showed that calculated correlation coefficient ($r = 0.106$) is 99% smaller than correlation coefficient in the table (0.254) with freedom degree 98 ($p > 0.01$). So null assumption is confirmed and it is concluded that there is no significant relation between religious orientation and job satisfaction of staff.

Assumption 2: there is a significant difference in religious orientation of male and female staff.

Table 2: results of T test for religious orientation of male and female staff

	gender	N	M	SD	t	df	Sig.
Religious orientation(total)	Male	89	71.876	7.567	1.354	98	0.179n.s
	Female	11	68.636	6.712			
Religious orientation (external)	Male	89	32.494	7.669	1.144	98	0.255n.s
	Female	11	29.727	6.619			
Religious orientation(internal)	Male	89	39.382	3.770	0.392	98	0.696n.s
	female	11	38.909	3.806			

Results showed that average religious orientation (total, internal and external) of males is more than that in females. In religious orientation, t calculated values are 1.354, 1.144 and 0.392 respectively that are 95% smaller than table t values with freedom degree of 98 ($p > 0.05$). So null assumption is confirmed but it is concluded that there is no significant relation between religious orientation of male and female staff.

Assumption 3: there is a significant difference among religious orientation of staff with different educations.

Table 3: results of F test for religious orientation of staff with different educations

	source	ss	df	M.S	F	sig
Religious orientation(total)	between group	412.054	2	206.027	3.857	0.024*
	within group	5180.906	97	53.411		
Religious orientation (external)	between group	198.936	2	99.468	1.757	0.178n.s
	within group	5490.454	97	56.603		
Religious orientation(internal)	between group	67.766	2	33.883	2.471	0.090n.s
	within group	1330.344	97	13.715		

Results suggest that in religious orientation (totally) calculated F value (3.857) is 95% higher than table F with freedom degrees of 2 and 97 ($p < 0.05$) so null assumption is rejected and there is significant difference among religious orientation of staff with different educations. F calculated values in religious orientation (internal and external) are 1.757 and 2.471 respectively that are 95% smaller than table F (3.09) with freedom degrees of 2 and 97 ($p > 0.05$). So null assumption is confirmed and there is no significant difference among religious orientation (internal and external) of staff with different educations.

Assumption 4: there is a significant difference among job satisfaction of male and female staff.

Table 4: results of T test for job satisfaction of male and female staff

	gender	N	M	SD	t	df	Sig.
Job satisfaction (total)	Male	89	2.943	33.337	- 0.545	98	0.587n.s
	Female	11	3.000	24.992			
Personal satisfaction	Male	89	1.833	33.113	- 0.797	98	0.427n.s
	Female	11	1.914	13.713			
Job dissatisfaction	Male	89	1.084	31.011	0.289	98	0.773n.s
	female	11	1.055	30.034			

Results showed that average female job satisfaction (total) and personal satisfaction is higher than male job satisfaction but average job dissatisfaction in males is higher than that in females. In job satisfaction (total), personal satisfaction and job dissatisfaction, t calculated tests are – 0.545, - 0.797 and 0.289 respectively that are 95% smaller than table t (1.98) with freedom degree of 98 ($p > 0.05$). So null assumption is confirmed and there is no significant difference between job satisfaction of male and female staff.

Assumption 5: there is a significant difference among job satisfaction of staff with different educations.

Table 5: results of F test for job satisfaction of staff with different educations

	source	ss	df	M.S	F	Sig.
Job satisfaction(total)	between group	176.463	2	88.231	0.082	0.921n.s
	within group	104188.287	97	1074.106		
personal satisfaction	between group	860.520	2	430.260	0.425	0.655n.s
	within group	98149.190	97	1011.847		
Job dissatisfaction	between group	1601.870	2	800.935	0.843	0.433n.s
	within group	92132.320	97	949.818		

Above results showed that, calculated F values are 0.082, 0.425 and 0.843 in job satisfaction (total), personal satisfaction and job dissatisfaction respectively that are 95% smaller than table F (3.09) with freedom degrees of 2 and 97. So null assumption is confirmed and there is no significant difference between job satisfaction (total), personal satisfaction and job dissatisfaction of staff with different educations.

RESULTS AND DISCUSSION

At present study, the relation between religious orientation and job satisfaction of staff was studied. Results showed that there is no significant relation between religious orientation and job satisfaction of staff. Religion is one of the most important mental supports that affect individual daily life. Facing social conditions and excitements will be easy by belief in God. Results also showed that there is no significant difference between religious orientation (total ,internal and external) of male and female staff. It is as same as results reported by Bayani.et.al (2008), Islami.et.al (2001) and Nikouy.et.al (2004). Results showed that there is a significant difference between religious orientations (total) of staff with different educations but there is no significant difference between religious orientations (internal and external) of staff with different educations. Nikouy.et.al (2004) concluded that education has significant effect on religious orientation. Results show that there is no significant difference between job satisfaction of male and female staff. It is as same as results reported by



Bahrololoum (1999), Ghaseminejad.et.al (2002), Alfaghih.et.al (2003), Habib and Shirazi (2003), yousefian (2004), Bambaero and Iranban (2006), Hosseininasab and Jouyani (2008) who concluded there is no relation between job satisfaction and gender variable. There is also no significant difference among job satisfaction of staff with different educations. Results of present study is as same as those reported by Ghaseminejad.et.al (2002), Bambaero and Iranban (2006), Hosseininasab and Jouyani (2008). One of limitations was lack of sources considering relation between religious orientation and job satisfaction. It is suggested that more researches be done in this context.

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