



## The Study of Relationship between Quality of Work Life and Job Satisfaction of High School Teachers in Bandar Abbas

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**Abstract:** Personality and thinking are two important traits of emotion, cognition and human behavior that not only influence on individuals but also on culture, society and the environment. Intellectual Personality is one of the most significant new ideas that resulted in interaction between personality traits and mental processes and was used in the psychology literature for the first time by the author which is the result of a decade of study, research, consulting, and interviews in the field of psychology. This paper examined the impact of factors such as personality, thought, life stories, parenting styles, and genetic factors on intellectual personality and emotions, beliefs, feelings and perceptions of the individual is considered an important factor in the formation of character. Then mentioned to the outcomes of the environmental factors, internal and genetic on in information intellectual personality. Main intellectual personalities are passive intellectual personality, authoritarian intellectual personality, critical intellectual personality, flexible intellectual personality and defiant intellectual personality. In summary, intellectual personality reflects the way people think and behave in different ways that show the clues of mental abilities and personality during the live. The main source of the intellectual personality is the interaction of nature and nurture which form type of intellectual personality.

**Key words:** Intellectual, Personality, Passive Intellectual Personality, Authoritarian Intellectual Personality, Critical Intellectual Personality and Defiant Intellectual Personality.

### INTRODUCTION

Teachers are central core of education and a real current of system. Teacher influence is valuable in the community. So we can say: the happiness of country is depending on those who are engaged in the education of their children<sup>1</sup>.

It is the most important factors of economic and social growth mental health provider and achieves self-sufficiency and independence to select correct job and suitable people to work. But the most important thing is beyond individual employment to include: Did he/she feel satisfaction at work? And is it workplace his/her favorite? Or does he/she have to wait for others to achieve her needs and favorite? Several factors can play a decisive role in this context. Motivate is the most

## **The Study of Relationship between Quality of Work Life and Job Satisfaction ...**

important of them to attract people towards that job. So we can say: Job satisfaction is a collection of compatible and incompatible feelings that people work with these feelings<sup>2,3</sup>.

The quality of work life is comprehensive and extended that increases employee satisfaction to enhance their learning and helps them in their management and changes<sup>4</sup>.

The problem is not happy with the quality of work life that damages to all employees without their rank or position. The purpose of any organization is to increase employees' satisfaction in all level, but this is a complex issue. Because it is difficult to separate and determine what characteristics are associated with quality of working life<sup>5</sup>. Sometimes the quality of working life is engaged to many meanings, one of them is job satisfaction. It has been tried in many applications of the quality of work life that the job satisfaction increased by enhancing their intrinsic motivation<sup>6</sup>.

Rooney and colleagues (2003) have found that there is a positive and significant relationship between psychological well-being and job satisfaction<sup>7</sup>.

Laue (2000) compared the performance of companies that were known to have a high quality of working life. These results have been suggested that the quality of work life has a profound impact on employees' job satisfaction<sup>8</sup>.

The basic questions of the study are:

1- Is there a relationship between the quality of work life and job satisfaction of high school teachers in one and two Bandar e- Abbas area?

2- Is there a relationship between the components of the quality of work life with job satisfaction of high school teachers in one and two Bandar e- Abbas area?

## **METHODOLOGY**

This study is application and the Data Collection is descriptive and correlation.

The population of this study is 245 male and female high school teachers in one and two school Bandar e- Abbas, and they worked at different major in 2012-2013.

Sample was selected a stratified random in this study that was 150 members, and as it mentioned that was used to select members by sampling and classified. So each class is selected randomly. Sample size was estimated by the Cochran's formula.

Questionnaire was used to gather the data needed to measure the variables of quality of work life.

It was used Walton questionnaire as a quality of life questionnaire in this study which it has eight components: Fair and adequate pay - Safe and healthy workplace - Providing growth opportunities and continuing security - Rule of law in the organization - Social dependence in the work Life - Overall space of society - Social cohesion in the organization and Development of human capabilities. The questionnaire was based on a scale ranging from very high to very low five-set.

After data collection in the study, Data were analyzed using Spss statistical software. Statistical methods are used: it is the Pearson correlation and the Simultaneous and stepwise regression analysis.

**RESULTS**

Statistical analysis of the data shows that it is significant relationship between quality of work life and job satisfaction. The findings related to this question are listed in Table 1.

It was used the Pearson correlation to study the relationship of work life and job satisfaction.

According to the table (1) the value of coefficient is equal to 0.89 that it was significant in 0.01.

Table 1. To calculate the correlation coefficient between the quality of work life and job satisfaction of teachers

	Quality of work Life	Job satisfaction	The coefficient of determination
Quality of work Life	1	1	0.89
Job satisfaction	0.89	P=0.01	

Also the quality of work life is considered as a predictor variable and the job satisfaction of teachers are as the criterion variable. The findings indicated that the quality of work life have a significant effect on the job satisfaction of teachers. (F=574.85, p<0.0001) In addition, the quality of work life predicted 79% of the total variance in the teachers' job satisfaction. The results have been identified in Table (2):

Table 2. To analyze variance in order to determine the quality of work life variables to explain the variance of job satisfaction

	Sum of squares	Degrees of freedom	Mean-square	Amount F	Significant	The coefficient of determination
Regression	61.71	1	61.71	574.85	0.0001	0.89
Error	15.88	148	0.11			
Total	77.60	149				

The regression results indicate that the quality of work life is the positive and significant for job satisfaction. ( $\beta=0.89$ , p<0.0001) The results have been identified in Table (3):

Table 3. To predict teachers 'job satisfaction according to the quality of work life

## The Study of Relationship between Quality of Work Life and Job Satisfaction ...

Predictive variable	Not standardized regression coefficients (B)	Standardized regression coefficients(B)	Amount t	Significant
Quality of work life	0.95	0.89	23.97	0.0001

The table above shows the regression coefficients of each predictor variable in predicting the criterion. As you can see in the table above the quality of work life can be a significant variable in predicting the teachers' job satisfaction. The quality of work life (beta 0.89 -  $t=23.97$ , and alpha 0.0001) is considered a significant predictor for job satisfaction.

First, it was used Pearson's correlation coefficient to study the relationship between quality of work life and job satisfaction. The results showed that there is a significant and positive relationship with all the quality of work life and job satisfaction in 0.0001. The results have been identified in Table (4):

Table 4. To calculate the correlation coefficient between the components of quality of work life and job satisfaction

The components of quality of work life	Job satisfaction
Fair and adequate pay	0.70
Safe and healthy workplace	0.76
Providing growth opportunities and continuing security	0.74
Rule of law in the organization	0.81
Social dependence in the work Life	0.80
Overall space of society	0.78
Social cohesion in the organization	0.83
Development of human capabilities	0.68

### The concurrent regression

For this purpose, the quality of work life is considered as a predictor variable and the job satisfaction of teachers are as the criterion variable. The results showed there is a positive and significant relationship between the quality of work life and job satisfaction. The value of the correlation coefficient is equal to 0.89 that it was significant in 0.01. Also the quality of work life predicted 81% of the total variance in the teachers' job satisfaction. The results have been identified in Table (5):

Table 5. To calculate the correlation coefficient between the quality of work life and teachers' job satisfaction

The correlation coefficient	The coefficient of determination	Adjusted coefficient of determination	The standard error of estimate
0.89	0.81	0.80	0.32

Table 6. Predictors of teacher job satisfaction based on quality of work life components

Predictor variables	Not standardized regression coefficients (B)	Standardized regression coefficients(B)	Amount t	Significant
Fair and adequate pay	0.10	0.09	1.75	0.08
Safe and healthy workplace	0.13	0.15	2.32	0.02
Providing growth opportunities and continuing security.	0.06	0.07	1.08	0.28
Rule of law in the organization	0.03	0.03	0.42	0.67
Social dependence in the work Life	0.08	0.1	1.28	0.20
Overall space of society	0.20	0.2	2.94	0.004
Social cohesion in the organization	0.25	0.28	3.79	0.0001
Development of human capabilities	0.06	0.07	1.21	0.23

**The stepwise regression**

There was a multiple correlation between the four-step of fair and adequate pay, safe and healthy workplace, and overall space of society and social cohesion in the organization with teachers' job satisfaction to analysis by stepwise. The importance of the predictor variables in a stepwise regression analysis, the first step there was a multiple correlation coefficient 0.83 towards social cohesion and job satisfaction of teachers. Also it have been identified that the social cohesion in the organization predicted 70% of the total variance in the teachers' job satisfaction.

**DISCUSSION**

The results indicated that there is a significant relationship between the quality of work life and job satisfaction. It is a significant relationship in 0.01. It is used the Pearson's correlation coefficient to study a relationship between the quality of work life and job satisfaction. There is a positive and significant relationship between the quality of work life and teachers' job satisfaction. There

## The Study of Relationship between Quality of Work Life and Job Satisfaction ...

was an agreement between this research and the study of Mir Kamali and Naranji Sani (1387)<sup>6</sup>, Shirkvand (1386)<sup>9</sup>, Laue (2000)<sup>8</sup> and Rooney & his colleagues (2003)<sup>7</sup>. According to the results, there is a good condition between the quality of work life and teachers' job satisfaction, but they noticed to its Salaries for better working.

The results showed that there is a positive and significant between the all quality of work life and job satisfaction. There was an agreement between this research and the study of Bazaz Jazaeri (1386)<sup>10</sup>, Dargahi and his colleagues (1387)<sup>11</sup>, Mir Kamali and Naranji Sani (1387)<sup>6</sup>, Laue (2000)<sup>8</sup> and Rooney et al (2003)<sup>7</sup> that it predicted the most of the components of this study. According to the results, there is a good condition between the quality of work life and teachers' job satisfaction, but it's needed a lot of welfare services for better effectiveness of the quality of work life. The community and education are very important to determine teachers' attitudes and applications at workplace. The community can cause a good condition of teachers' mental by providing sufficient educational facilities and reducing job stresses. Thus it causes to increase their interest to teach and job satisfaction.

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