



An Investigating into Factors Influencing Job Satisfaction of Physical Education Teachers in Zanjan Province

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Abstract

Human resources are the most important factor for each organization and without them, organizations can not survive. So, needs, motivators, satisfaction and dissatisfaction factors not only are important but are necessary to adopt correct policies, appropriate strategies and effective planning. Hence, it is important to find factors that have more influence on satisfaction of physical education teachers. Therefore, the present study aims to investigate factors influencing job satisfaction of physical education teachers in Zanjan city. In line with mentioned above, research hypotheses are as following: 1) there is a significant relationship between teacher's salary and their job satisfaction. 2) There is a significant relationship between nature of job and teachers job satisfaction. 3) There is a significant relationship between job promotion and teachers job satisfaction. 4) There is a significant relationship between satisfaction with management and teacher's job satisfaction. 5) There is a significant relationship between satisfaction with colleagues and teacher's job satisfaction. Research method was descriptive-survey and statistic population consisted of all physical education teachers in 2007-2008 that was 486 persons. 215 persons of them was selected randomly considering the share of each category. In order to collecting data, Whisky and Groom job descriptive instrument was used (alpha: 0.83). In order to statistical analysis, Kolmogorov smirnov, pearson correlation coefficient (r), and t-test were used. Research findings show that: there is a significant relationship between teacher's job satisfaction balance with salary, nature of job, and job promotion. But there is not a significant relationship between teacher's job satisfaction balance and satisfaction with management and colleagues. Also, findings show that bachelor teachers, high school teachers, and teachers with diploma degree, have more job satisfaction compared to others.

Keywords: Job Satisfaction; Physical Education Teachers; Motivation

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1. Introduction

Education as organizational survival and progress of society depends on the efficiency and quality, must serve the changing needs of society and motivate the workforce to be. Each country and their teachers motivated and qualified as one of the basic education needs of its youth to grow in their

education system and to prepare for a better future [1]. The overall quality of the educational system ultimately depends on the quality of its teachers. Unfortunately, the education of human resources due to the large number of public and staff are totally not appropriate. In other words, teachers who are well motivated job satisfaction cannot be

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motivating students to participate in sporting activities [2].

Any teacher who is not satisfied with their jobs for various reasons, how comforted and free from problems in the education of the next generation will work. Job satisfaction cannot express the loss of a significant cost in terms of providing education, social investment, replacement labor and indirect spending. In order to achieve the goals of education, teachers must have sufficient job satisfaction, and peace of mind to be able to perform duties with full willingness to pay. Therefore, it is the duty of researchers and practitioners in education to a variety of factors that may have an impact on job satisfaction of teachers to identify and meet the teachers involved in creating a desirable level of job satisfaction. In order to achieve the goals of education must be provided to teachers and staff in an attractive and pleasing environments, and with the full consent, to pay duties, efficiency and effectiveness of the implementation of that enterprise should have. In other words to provide context to the job satisfaction of teachers are fairly good. One of the impressive aspects of physical and mental development of students, is part of physical education. The physical education teachers role is more prominent than the other members of the organization. Physical education in schools in particular as an important tool for providing physical activity is known to millions of children and adolescents and physical education teachers play a critical role in the evolution of behavior, attitudes, skills and information needed for physical activity throughout the life of the play [3]. The role of physical education in the provision of community mental health, physical education programs in schools revision seems necessary. No doubt the principles of sport and physical education is the education of each student and the vitality and freshness of body and soul. The asylum provided assistance they provide school administrators and education goals are. Teachers get the children to be physically active during PE classes play a vital role.

It is clear that students are motivated by the physical education teachers of students who are more physically active are less motivated by teachers are active. Raising this work motivated teachers of physical education and sport, physical education and sport in schools as the main structure is of great importance. The success of the PE teacher's personality, attitudes, needs and abilities, it depends. It is clear that the progress in different fields of science, not only the physical abilities and skills and experience in sports for PE teachers should pay attention. Additionally, individuals should be equipped with the motivation and attitude to work in order to be in step with the

fast advancement. The goal with the cooperation and efforts of all sides, the use of this technology professionals, as well as the needs and perspectives of those involved in this field that are set to be the main pillar, is possible [4]. Blazer (1997) Job satisfaction of the employees feel about their jobs, related job experience, previous experience and the current definition [2]. Ehsani says job satisfaction is the extent of positive feelings and attitudes that people have towards their jobs [4]. Another definition of job satisfaction as a pleasurable emotional state resulting from the appraisal that define a person's job or job experience. Whisky & Groom dimensions of job satisfaction, work supervision, cooperation, promotion and benefits, see [5].

The type and nature of work scope tasks that employees are doing, how much fun and what an opportunity to learn and accept their responsibility to provide. Supervision: Technical and managerial skills and considerations than they are to the interests of his subordinates. Partner: The friendship and support staff are technically competent. Enhance and promote access to real opportunities for advancement in the organization. Salary: salary and benefits received in return for the level of responsibility a person has [6].

2. Consequences of job dissatisfaction:

A) off one of the consequences of job dissatisfaction, low productivity employment or negligible. Ehsani (2002) argue that productivity (productivity) above should be considered a sign of job satisfaction [4]. Their reason is that people often try to earn rewards through higher productivity, recognition, promotion, success and progress in its work. These factors in their happiness and satisfaction as well as more involved.

B) absence of other consequences of job dissatisfaction, absenteeism from work. Most studies show that there is a positive correlation between the two variables, absenteeism and job dissatisfaction. As this research is that if people are not satisfied with their jobs, Attempt by the absence of a compensation mechanism to mitigate their grievances.

C) aggression: aggression as a response to frustration and unhappiness administrative organizations and manufacturing employment is common. This can be damaging strikes and other economic, social and cultural organizations and the community comes into existence. The basic framework of this hypothesis is that most gratification is the frustration and despair, increases the likelihood of aggression in response to frustration.

D) Disease: Several reports indicate a relationship between job dissatisfaction and physical symptoms

and illnesses including fatigue and headaches and heart problems are. Job dissatisfaction can be a source of pressure and subsequent effects on mental and physical ailments have.

E) leaving jobs: jobs leave of absence is considered final. Studies show that employee turnover will speed the low satisfaction [5]. Koustelios (2004) found in a study of the nature of the profession of physical education teachers, administrators, and working conditions have been satisfied, but are dissatisfied with pay and promotion opportunities [7]. Koustelios (2004) found in a study concluded that teachers in America had the lowest level of satisfaction with working conditions [7]. Because they did not have enough time to plan and prepare for a job and a heavy workload during the week were responsible. The second cause of discontent among American teachers, was rewarded. Delayed because they were paid bonuses, as well as the rewards reward less than private sector employees. Increase the job satisfaction of teachers with teaching experience was better.

Singh colleagues (2006) examined the factors affecting job satisfaction of sport coaches in South Africa and came to the conclusion that most educators have about the nature of work have moderate to high satisfaction [8]. They are supported by the media and society rewards and satisfaction were moderate to low. The coaches also had lower satisfaction with job security. The consent of colleagues, mentors were moderate to high. Finally, they had the consent of the head of a medium.

Petrides (2006) in a study titled "The relationship between organizational commitment and job satisfaction of managers and Physical Education Teachers' Job Satisfaction in concluding that there was no significant difference between men and women [9]. Components of job satisfaction, nature of work and the rights and benefits associated with the largest share of employment opportunities and enhance their tribe had the lowest proportion.

Kozehchian (2003) in a study entitled "The relationship between organizational commitment and job satisfaction of managers and Physical Education Teachers' refers to the following conclusions. Between age and job satisfaction was significantly associated with physical education teachers and administrators. Between administrators and teachers in physical education and job satisfaction was significantly associated with the level of education and job satisfaction is reduced.

According to studies and presentations, The question that arises in the provision of physical education teachers' job satisfaction, which are more of a factor? This study investigated factors affecting job satisfaction of physical education

teachers in Zanjan Province. Assumptions in this study are as follows:

- 1) The salary of the teacher job satisfaction There is a significant relationship.
- 2) The type and nature of the relationship between job satisfaction of teachers working there.
- 3) There is a significant relationship between career and job satisfaction.
- 4) A Significant relationship between job satisfaction and satisfaction with the management there.
- 5) A Significant relationship between job satisfaction and satisfaction with co-workers there.

3. Methodology

Descriptive study and survey research methods, and statistical population includes all physical education teachers in the province of the academic year 2008-2009 was The total number of PE teachers in each school had 486 students, of whom 265 were women and 221 were men's physical education teachers. Volume of the sample, according to Morgan (1970) 215 patients were determined through sampling - stratified simple random sampling, 98 were male and 117 were female.

Data collection tools, including questionnaires Job Descriptive Index (JDI) Wysocki & Groom. The questionnaire measured job satisfaction is the most prestigious and the most reliable questionnaire with 41 items with a Likert scale of one to five, and a number of questions about overall satisfaction with the job. The questionnaire, aspects of work, supervision, co-promotion measures and benefits. Kozehchian (2003) The reliability through Cronbach's alpha coefficient 0.92 Be calculated. Khavari (2007) and Asadi (2001) in order to validate the test through Cronbach's alpha coefficient 0.92 And 0.94 [6,10]. To determine the validity of experts was used, Cronbach's alpha reliability coefficient was calculated using the formula 0.83 Obtained. Tests of the Kolmogorov - Smirnov, Pearson correlation and T-test was used for data analysis

4. Results

Based on the results in Table 1, 45.6% of the province and female physical education teachers 4.54 percent are male.

Table 1. Distribution of study sample by gender.

Gender	Abundance	Percentage
Male	98	45.6%
Female	117	54.4%
Total	215	100%

The data in Table 2, shows that most physical education teachers province (32.1%) with a work experience of over 20 years.

Table 2. Distribution based on a sample of teaching experience.

Teaching experience	Percentage	Abundance
Less than 5 Years	8.8%	19
6 - 10 years	13.5%	29
11 - 15 years	20%	43
16 - 20 years	25.6%	55
More than 20 years	32.1%	69
Total	100%	215

According to Table 3, 6.5% of the sample research diploma degree, 33% have an associate's degree, 53.5% have bachelor's degrees, and 7% have a graduate degree.

Table 3. The distribution of the sample according to education level.

Educational level	Abundance	Percentage
Diploma	14	6.5%
Associate degree	71	33%
Licence	115	53.5%
MA	15	7%
Total	215	100%

As shown in Table 4, it can be seen, 53% of subjects with a degree in physical education and 47% of them are non-related degrees.

Table 4. Distribution of sample by type of degree.

Educational level	Abundance	Percentage
Physical Education	114	53%
Unrelated	101	47%
Total	215	100%

As shown in Table 5, the consideration to be descriptive of the mean and standard deviation scores of job satisfaction among physical education teachers province shows that the most satisfactory nature of the work, with an average of 9.50 and the

Table 5. Descriptive indicators of job satisfaction among physical education teachers in Zanjan province.

Variable	Work	Management	Associates	Promotion	Salary
Average	215	3.64	0.250	21.11	0.000
Standard deviation	215	2.90	0.436	3.01	0.003

Table 6. The amount of physical education teachers' satisfaction with their jobs.

Amount	Very low	Low	Middle	High	Very high	Total
Abundance	9	18	88	59	41	215
Percentage	4.2	8.4	40.9	27.4	19.1	100

lowest satisfaction with salary and benefits Average 2.31 is.

In Table 6, the participants answered the question to what extent general are happy with their jobs? Is shown. 4.2% of teachers at the very least, 8.4 % or less, 40.9 % on average, 27.4% for high and 19.1 percent are highly satisfied with their jobs.

Based on the results, Table 7 shows the correlation between job satisfaction and physical education teachers with a salary of $P < 0.05$ is significant ($r = 0.427$), the null hypothesis is confirmed. In other words, based on the findings of more than 95% can be stated that job satisfaction among physical education teachers with the salary they have a significant relationship.

Based on the findings in Table 7, the correlation between job satisfaction with the type and nature of the physical education teachers work in $P < 0.05$ is significant ($r = 0.427$), the null hypothesis is confirmed. In other words, based on the findings of more than 95% can be stated that job satisfaction among physical education teachers with the salary they have a significant relationship.

The correlation between job satisfaction element associates with the $P < 0.05$ not significant ($r = 0.008$), the null hypothesis could not be verified. In other words, based on the findings of more than 95% can be stated Between physical education teacher job satisfaction There is no significant correlation with the consent of the partners. The correlation between job satisfaction and career physical education teachers in $P < 0.05$ is significant ($r = 0.427$), the null hypothesis is confirmed. In other words, based on the findings of more than 95% can be stated that the physical education teacher job satisfaction There is a significant relationship between the career.

The correlation between job satisfaction and satisfaction with the management of physical education teachers in $P < 0.05$ not significant ($r = 0.034$), the null hypothesis could not be verified. In other words, based on the findings of more than 95% can be stated Between physical education teacher job satisfaction There is no significant relationship with their salary.

Table 7. The correlation between job satisfaction variables.

Variables	N	R	P
Job satisfaction and job promotion	215	0.427	0.001
Job satisfaction and type job	215	0.298	0.001
Job satisfaction and partners	215	0.008	0.905
Job satisfaction and salaries	215	0.508	0.001
Job satisfaction and management	215	0.034	0.621

The results of this study showed that physical education teachers' job satisfaction, single, married, more than teachers are. When the job satisfaction of the person that taught cross examined, was characterized by secondary school teachers were more satisfied with their jobs than other sections. The results showed that teachers who have a Diploma, they have greater job satisfaction and teachers with MA degrees are less satisfactory. Finally, the results of the study indicate that the teachers have a relevant degree in physical education and physical education lessons taught by teachers with other records that were not significantly different.

5. Discussion and Conclusion

The results showed that the level of job satisfaction with salary, job type, job promotion, there is significant. But between job satisfaction and satisfaction with the consent of the managing partners, there is no significant relationship. Also, single people, secondary school teachers, and teachers have a degree, they may have greater job satisfaction. The results of the study showed that the education level of job satisfaction among physical education teachers, there is a negative relationship, but this relationship is not significant. But the results suggest that higher education physical education teacher job satisfaction decreases. This confirms the findings of Kozehchian and colleagues, but the results are not consistent Dolat Abadie Farahani.

Koustelios (2004) found that American teachers were the least satisfied with their working conditions and the second leading cause of discontent, was rewarded in the job satisfaction of teachers with teaching experience will be better [7]. Sunay (2005) in their study of job satisfaction of practicing sport in Turkey was investigated. A total of 203 patients participated in this study of 89 patients who had physical education teachers. The results showed that the participants of the opportunities and facilities to develop and enhance the physical environment of business and were not happy. They also had a lot of satisfaction from partners [11]. Asadi (2001) concluded that job

satisfaction and gender, there was no significant relationship between education and service drive [6]. These results indirectly confirm the results of their study. According to the study, a significant relationship was found between job satisfaction and satisfaction with co-workers. Groom on job satisfaction comes from relationships with partners, has developed three hypotheses:

- 1) Relationship with colleagues brings the greatest job satisfaction, which is similar to the views of others' attitudes, Because of this, which makes it easy to calculate and predict the behavior of others, is a credit to himself.
- 2) about the role partners with the most job satisfaction can lead others to accept one's hand.
- 3) Relationship with colleagues when time brings the most satisfaction to facilitate the achievement of goals.

Successful PE teacher's personality, attitude and depend on their needs and abilities. It is clear that the progress in different fields of science no particular physical abilities and skills and experience in sports for PE teachers should pay attention. But these people in addition to the above, in terms of motivation and attitude towards their jobs as well, so stairs to the development and progress quickly. The goal is not possible without the cooperation and efforts, consistent and comprehensive use of technology experts. And according to the needs and perspectives of those involved in this field are certainly elements of this collection.

The results seem to be more satisfied with the physical education teacher in-service training to use. Evaluation system in schools should also be properly implemented and its results to be involved in salary and bonuses.

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