

The relationship between job satisfaction and self-esteem in teachers: A case study in Aliabad University

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Abstract

The main goal of this research is to investigate the relationship between self-esteem and job satisfaction of teachers in Aliabad University. For this purpose, 40 teachers were selected randomly. In this study, the measurement tools of job satisfaction was a measuring job satisfaction research questionnaire and Cooper Smith's measurement tool used for self-esteem. The reliability of job satisfaction questionnaire was 85% and the self-esteem was 80 % and their validity was confirmed by an expert. Statistical software SPSS was used for data analysis. To investigate the main hypothesis of study, Pearson correlation test was used, and for sub- test hypothesis, independent t-test was used. The results indicated that there is a significant difference between job satisfaction and self-esteem in Aliabad academic teachers. State teachers' job satisfaction was higher than those who are non-State. Finally, State teachers' self esteem is higher than, those who are non-State.

Keywords: job satisfaction, self-esteem, teachers, university centers.

Introduction

Job satisfaction and the effect of work productivity is one of the psychological and social scientists concerns. Job satisfaction is one of the crucial factors in career success, that increases the efficiency as well as personal satisfaction that is a satisfaction feeling about the job, and psychological sense of job satisfaction is influenced by social factors. If we consider self-esteem as a personal judgment about one's worthiness and the relationship between job satisfaction and self- steam is noteworthy.

If self-esteem as a personal judgment about oneself worthiness is considered.

Statement of the Problem

Job satisfaction is a psychological condition that a person will feel the pleasure about working and it has a positive attitude to work and if he has a choice to decide about the job, he prefers to choose the current job again. Although at first glance, job satisfaction is a psychological quality, but, it is strongly influenced by several factors. Job satisfaction as an independent variable can influence some events, such as: increasing of production, reducing of waste, increasing of working hours, increasing efficiency and productivity, and in fact the production dynamics and is the dependent variable that can be influenced by several factors (Hajizadeh Meymandi, 1988- 1998). Job satisfaction in an organization is a potential reserved energy that released in the appropriate time and the polite staff led the managers to behave more power. With recognizing the best effective factors, managers can use the most suitable ways to confront the dissatisfactions so that they enable to achieve the objectives and effectiveness of the organization. Lack of job satisfaction reduced staff morale that is undesirable for organization. Managers have a responsibility to consider the symptoms of low morale and job dissatisfaction, continually to take action in the first opportunity. Some indicators of low morale are encouraging, work absenteeism, delays in job turnover, growing trade union strikes, and early retirement (Therese quoted Asgari, 2001).

Importance of the research

The effects and consequences of job satisfac-

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tion is not only include the inside of organization, but also influence environmental factors, whether in the public or private sphere, and citizenship behavior or in particular the family environment. Personal relationships relate to the workplace and especially job satisfaction. That is why issues related to job satisfaction in various areas of scientific. According to the extent of job satisfaction factors and variables involved in its activities as well as the diversity and number of organizations, current Study considered the relationship between job satisfaction, self-esteem and academic teachers of Aliabad universities. The relationship between the teachers with large class of students indicates the importance of the issue.

Research Objective

The aim of this study is to identify the relationship between job satisfaction and self esteem. It also identifies the groups of teachers with more job satisfaction and self- esteem.

Review of Literature

Definition of job satisfaction

According to Alan Anderson (2000), job satisfaction in the most general meaning is a positive emotional state of happiness which is obtained from the job evaluation or job experience. This assessment or positive feelings comes when the job and value requirements coordinate to each other. Lack of job satisfaction exists when there is a difference between individual values and the job capacity for meeting the value demand of the job.

Hope and expectation theory

Expectations in determining the type and level of job satisfaction are effective. If there are a lot of job expectations, the job satisfaction comes later and more difficult (Shafi Abadi, 1991)

Self-esteem

Self-esteem is a cultural shield against anxiety (Biabangard, 1990). Psychologists notice that deep feelings of worthlessness (loss of self-esteem) are the root of many psychiatric disorders. (Sham-lou, 1991). Self-steam is included with ones beliefs about the capabilities and effect or no effect on his values. Self-steam contains self-opinion and it is a more general concept of that. (Byabangard, 1990)

Importance of Self-esteem

Having high self-esteem means a person wants to find the courage to do things that previously did not. The abilities and talents can be believed. People who have high self- steem usually make the right decisions in life. Imam Ali says: The most incapable person is incapable of self-regeneration.

Soltani, Tugrul and Karimitabar (2001) found that factors such as level of education, type of education, professional experience, and level of practitioners believe about philosophy of public relations and the opinion about the degree of specialization of public relations is effective in deciding about job satisfaction.

Job satisfaction began in the 1920s in different ways, such as Maslow's theory of needs and then followed by Herzberg and Adler which have noticed to each item in general or in a particular way. They have achieved the same results or conflicting. Many studies in this field have done. Also quoted by summers (1983), other research has pointed to the relationship between job satisfaction and self-esteem.

Development of hypotheses and conceptual model

A theoretical model has been developed in this regard. In this research, Job satisfaction is an independent variable and the dependent variable is self-esteem.

Research Hypothesis

1-There are significant differences between job satisfaction and self-esteem in Aliabad teachers' academic universities.

2- State teacher's job satisfaction is higher than non-state.

3- State teacher's self-steam is higher than non-state.

Materials and Methods

The research method was descriptive, in according with the purpose, nature, and the subject.

The Statistical Population

The statistical population data contain all teachers in Aliabad university centers in 91-92 years. 40 individuals were selected by random cluster as sampling data.

Sampling method

To control unwanted variables and minimize the impact of confounding and annoying variables, samples are randomly selected. Therefore, cluster random sampling method was used. So professional Imam Khomeini and Islamic Azad universities was selected.

Research variables

Independent Variable: The independent variable in this study is job satisfaction.

Dependent Variable: For the purposes of study, the dependent variable is self-esteem.

Procedure

The research is a survey method which chooses people in a random cluster sampling method, in Ali Abad Golestan state, in a way that each group had 20 people.

Instruments: The research instruments used for measuring the teacher job satisfaction is a questionnaire and Cooper Smith test is used to examine self-esteem.

Validity and reliability of the data collection tools

In order to check the validity of the research instrument, the questionnaire in consultation with relevant authorities and the reforms were approved. So the final questionnaire was developed. To determine the reliability of the survey instrument, a preliminary test of 10 cases of teachers obtained which reliability by using Cronbach's Alpha was calculated 80% and 85%.

Data Analysis

In descriptive section, we calculate the mean,

standard deviation and in the Illation section we use the independent T-test and Pearson correlation coefficient to examine the hypothesis.

Results

Table 1: Sample statistics based on years of service

Years' work experience	Number	Percentage
Less than 10	12	30
10 to 20	18	45
More than 20	10	25

Hypothesis: There is significant relationship between job satisfaction and teachers' self-esteem.

Table 2: Results of descriptive statistics and correlation coefficients between job satisfaction and self-esteem

Variable	Number	Average	Standard deviation	R	sig
Job Satisfaction	40	64	9	78	0.05
Self-esteem	40	109	15		

The results show a significant relationship between job satisfaction and self-esteem of teachers.

The first sub-hypothesis: State teachers' job satisfaction is higher than who are non-state.

Table 3: T-test to examine differences in teachers' job satisfaction

Variable	Center	Number	Mean	Standard deviation	The mean difference	t	df	sig
Job Satisfaction	State	20	68	8	8	2.8	38	0.05
	Non-State	20	56	14				

State teachers' job satisfaction is higher than who are non-state.

The second sub-hypothesis: The job self-esteem in State teacher's centers is higher than non-state.

Conclusion

The purpose of this study was to examine the relationship between self-esteem and job satisfaction of

teachers in Aliabad University. According to significant relationship between self-esteem and job satisfaction, we can improve and promote teachers in effectively education self-esteem by changing the job satisfaction factors.

There are significant differences between job satisfaction and self-esteem in teachers' academic Aliabad universities. Job satisfaction in State teachers is higher than non-state. Self-esteem in State teachers is higher

than non-state. These results are consistent with the following results: Godal (2003) stated that low income of resident's research faculty has a dramatic effect on dissatisfaction on their jobs. So, salary has a direct relationship with job satisfaction. Lylydahy and Single research (2002) also shows that income and salary, is an important factor influencing the job satisfaction. Aykans and Rozell (1999) stated that there is not a positive relationship between pay and job satisfaction.

Table 4: T-test to examine differences in self-esteem of teachers

Variable	Center	Number	Average	Standard deviation	The mean difference	T	df	sig
Self-esteem	State	20	117	5.6	16	2.5	38	0.05
	Non State	20	101	9				

Suggestions for Further Research

According to these findings, the following recommendations are provided in order to improve job satisfaction and reduce job dissatisfaction and to empower employee's confidence:

- Due to the non-material rewards, managers must be aware of the effects of rewards on people.

- Paying attention to teachers and appreciate their efforts should be considered in Affairs.

- The physical conditions should be considered.

- Using intellectual power of teachers should be considered, so the job satisfaction and self-esteem will be increased.

- Recognizing the external factors affect the improvement of job satisfaction.

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