

Research Article

THE SURVEY OF CONCEPTUAL MODELING OF CAUSAL RELATIONSHIP BETWEEN JOB SATISFACTION WITH SELF EFFICACY IN CAMPUS RECREATION ADMINISTRATIONS

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ABSTRACT

The purpose of this study is to determine conceptual modeling of causal relationship between job satisfaction and self-efficacy in Azad university campus recreation administrators in 2014. The population in colludes simple 470 administrators from whom were randomly selected the study used job satisfaction questionnaires and self-efficacy. The data were analyzed using person correlation and structural equations. There salt indicated that job satisfaction affection self-efficacy the result also showed; there is a significant relationship between. Nature of job, supervisor satisfaction, colleague satisfaction and self- efficacy. However there are no significant relationship between promotion, salary and self -efficacy.

Keywords: *Job Satisfaction, Self-efficacy, Campus Recreation Administrators*

INTRODUCTION

Education, experience knowledge and intelligence cannot guarantee success. Nobody has an explanation for that .we can notice this issue at homework, school and our neighborhood most in tell gent and educated people are not successful while a few people with no special skill or characteristics are successful. Why? The answer to this question is related to the concept of self –efficacy (Tavakoli, 2011).

Bandura defines self –efficacy as ones belief in adopting tooth situation. Self –efficacy as a cognitive factor can assist people and facilitate the path to their success. So under self –efficacy and the ways to improve it are so important in the advance ment of our objectives in life. Self –efficacy means one can acquire successful results in a specific situation. So self –efficacy is related to conceptual judgment about people personal capacity; this perception is so strong that can directly or indirectly as a reference for behavioral patterns.

This concept has many theoretical and applied values in sports and is supported by a rich literature in physical education and sport (Felts and Chas, 1998). self –efficacy is one of the most important issues in the field of organizational behavior and a lot of researchers have studied it in recent years (Bandura, 1997; Ragerz 2001; Kelssen, 2009; Perder, 2011; Rodsong, 2005). Another variable studied in this research is job satisfaction. By job satisfaction it is meant positive emotions and attitudes of people toward their jobs (Selector, 1997).

Job satisfaction has different elements including nature of job, supervisors, satisfaction, colleague's satisfaction, salary satisfaction and promotion satisfaction. Job satisfaction is an effective factor in increasing self –efficacy and productivity and decreasing anxiety, absence from work stress and leaving the work. Naturally , when job satisfaction is achieved their jobs much better and move perfectly using minimum resources and eventually organizational productivity is increased and when job satisfaction does not exist , absence from work , leaving work and productivity level decreases (Orgon, 1997), researchers have a fined job satisfaction from different aspects. Some believe that job satisfaction is highly related to psychological factors. Consider job satisfaction as a type of emotional compromise with job conditions. That is, if a person is not satisfied with the job, starts blaming it and is about to switch in to another one (Fisher-havana, 2009).

Job satisfaction is one of the factors which can be effective in campus recreation administrations self –efficacy. Regarding what was mentioned it seems there is a relationship between the variables of job satisfactions and campus recreation administrators self –efficacy.

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Related Studies

Radon (1992) investigated self –efficacy perception teachers according classroom levels, organizational climate and individual variable, as there is significant relationship between teachers’ economic achievement, organizational culture and in dividable variables and self –efficacy perception.

Calpe (2000) studied on relationship between self –efficacy at tutu's and management according to some individual variables. The result shows that there is a significant relationship only according to their age. The more age increases the more self –efficacy rises up but teaching ability falls down.

Tan (2003) investigated job satisfaction level according to some variables. result of the study revealed that lack of facilities in school and inadequate materials are the factors which falls down job satisfaction level of teachers pain (2005) found out that intrinsic factors promote satisfaction but extrinsic factors can effete job dissatisfy faction.

Ghopta (2009) claimed that there is a significant relationship between job satisfaction and loots elements and self –efficacy.

Yakein *et al.*, conducted a study to examine the relationship between self –efficacy, job engagement and job satisfaction among a accountants in turkey. The result in dictated that both self –efficacy and job engagement affect job satisfaction. It also showed that the accountants job satisfaction were directly predictable by self –efficacy and job engagement.

Borgogeni *et al.*, showed that self –efficacy has a significant relationship with job satisfaction, self –efficacy leads to job satisfaction so people with high self –efficacy can effectively cope with problems and are resistant to failure.

KaraAbacik *et al.*, founded that there is significant and positive relationship between teachers self –efficacy perception and job satisfactions level. Job self –efficacy average is increased with increase in self –efficacy and self –efficacy levels also increased with job satisfaction improvement.

MATERIALS AND METHODS

Research Design

The present research is descriptive –analytical because it will explain relationship among variables.



Population: sample and sampling technique

Population of this research of campus recreation administration of Islamic Azad University. In Iran in 2014 that were 470 .240 were taken as sample. Simple random sampling method was used for selecting the samples. At the last 214 people answered the questionnaire.

Instruments

2 questionnaires were used as a data collection. Self-efficacy and job satisfaction. Scale of self- efficacy adopted (Sheerer) this scale contain 17 item. Each question was set according to Likert scale from the range of totally agreed to totally disagreed.

Scale of job satisfaction is adopted from (stiffen robinz1994) this scale contains 39 items that divided 5 section. Nature of job, colleagues, salary, promotion and supervisors.

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Hypothesis

Main Hypothesis

H1: job satisfaction is positively correlated with .self- efficacy

Minor Hypothesis

H2: nature of job is positively correlated with .self-efficacy

H3: colleagues is positively correlated with .self-efficacy

H4: salary is positively correlated with .self- efficacy

H5: promotion is positively correlated with .self- efficacy

H5: supervisors is positively correlated with .self- efficacy

RESULTS AND DISCUSSION

Profile of Respondent

Total of 240 questionnaires were distributed. Of which 214 were successfully completed and used in this study. The response rate was 89. The sample was composed of 95 males and 5 females. All of the respondents were Iranian.

Respondents' Demographic Profile

Table 1:

Demographics	Number of participant	Percentage
Gender		95%
Mal	203	5%
Female	11	
Age		
20-29	4	2%
30-39	107	50%
40-49	84	39%
50-59	19	9%
Education		
B.a		17%
M.a	36	75%
Above phd	161	8%
Related field	17	
Physical education	186	88%
Non physical education	26	12%

H1: Job satisfaction is positively correlated with .self- efficacy.

Table 2: Path coefficients and their significance and checking hypothesis one

Result	t	Path coefficient	The studied relationship	Hypothesis
Confirmation	6/08	1/17	Self-efficacy job satisfaction	Mainhypothesis one

Because the amount t statistic(6/08) is more than its critical amount (1/96).the Main hypothesis 1 that is the effect of job satisfaction on self-efficacy was indirectly significant on the domain of .05.

For finding a causal relationship between different components of job satisfaction and self-efficacy in campus recreation administrations, Pierson correlation coefficient was used. Subsidiary hypotheses are as follows:

H2: nature of job is positively correlated with .self- efficacy

H3: colleagues is positively correlated with .self- efficacy

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- H4: salary is positively correlated with .self- efficacy
 H5: promotion is positively correlated with .self- efficacy
 H5: supervisors is positively correlated with .self- efficacy

Table 3: Pierson correlation coefficient between job satisfaction components and self-efficacy

Salary	promotion	Colleagues	Supervisor	Nature of job	
-0.04	-0.07	0.18	0.31	0.16	Self-efficacy

Significance on the level of . /05*

The result of Pierson correlation coefficient between job satisfaction components and self-efficacy are shown in table 3.

The results indicated that self-efficacy that relationship between job satisfaction components, nature of job, colleagues, supervisors and self-efficacy is significant. But there is not any significant relationship between salary and promotion with self-efficacy.

Conclusion

The higher the job satisfaction, the more self-efficacy will be. The result is also consistent with previous researches (Sullivan, 2003; Kirk, 2008; Ghopta, 2009; Yakin, 2012; Borgogeni, 2013; Karabiyik, 2014). This research suggests that job satisfaction can be a good predictor of self-efficacy. on the other hand if we take the statement of (Mallet *et al.*, 2000) the job satisfaction and self –efficacy has a robust relationship, then it would very easy to support this statement as current study only show a strong relationship between job satisfaction and self-efficacy.

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