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PREDICTION OF JOB SATISFACTION BASED ON BASIC NEEDS

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ABSTRACT

The purpose of this study was to identify the relationship between the basic psychological needs and job satisfaction of the employees. During a correlation study, 98 employees from Islamic Azad University, Hamadan were selected using simple random sampling in 2014. They completed the Questionnaire of job satisfaction and basic needs which include self-government, Merit and communication. The results of data analysis using Pearson correlation and regression analysis showed that Basic needs psychological factors other than Merit have direct and positive relationship with job satisfaction. With basic needs psychological variables can predict job satisfaction of employees. Attention to the basic needs of employees leads to satisfaction and quality of life and will be followed satisfaction, efficiency and greater efforts and better working efficiency.

Keywords: Job Satisfaction, Basic Psychological Needs, Self-Government, Merit, Communication

INTRODUCTION

According to the theory of Self-determination which raised by Ryan and Deci in recent days the main focus of this theory is internal motivation and was addressing three fundamental needs of feelings of competence, self-government and communication in human. These three needs is the base of mental health, growth, internal motivation, well-being, optimal performance and realistic (Oulin *et al.*, 2008). The theory suggests need for merit (feeling of efficiency), self-government (choice and control in all aspects of life), and communication (sense of connection with others, love and concern for longer) effect on human behavior (Arnon *et al.*, 2009). According to Haland theory of adapt the character - jobs Harmony or conformity between personality and job leads to job satisfaction. Employees feel about the work environment, including (1) sense of person to management, (2) sense of person toward job, (3) sense of person to the partners that this senses is the base of distinction between ordinary working environment or the ideal form working environment (Abvallayy and Zklyky, 2003) when people enjoy the process of job that they choose it because of challenging and being interested in work. While people with Failure to satisfy the needs do the Obscene and destructive behavior. According to Self-determination theory, self-government, requires operation based on, will and having the choice times. So that when people engage in an activity that is completely voluntary and only for their attractive and not the sense of control that is associated with a feeling of pressure or coercion and not because of the acquisition of extrinsic rewards (Grvzt and Valrnd, 2004). Job satisfaction is the sense of spiritual enjoyment of satisfying the needs, desires and hopes that the person is said to be derived from their work (Robbins: The Parsayyan and Arabs translate, 1390). Job satisfaction is a kind of satisfaction and job satisfaction in an organization. With appropriate work, with the talent and success of the job, Supply the Reasonable needs and talents and career advancement and it's related to the successful experiences and job environment (Mirkamaly, 2002).

In Njavandn *et al.*, (2010) study about: independence Attract, competence and relevance of the work achieved the confirmation preliminary scale satisfy basic needs related to the work. Satisfy basic psychological needs of the social environment cause to growth and human progress. In other words, environmental protection causes to select beneficial treatment. And failure to satisfy the requirement Cause to thwart his efforts to reform and improvement. In the workplace, people who have satisfied their needs, Show altruistic and good behavior (O'Brien, 2011). Unfortunately, most organizations in the

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institutional space do not have suitable status to work. As the company's accounting policies, especially in the public sector are focused solely on financial assets this organization future success is faced with risks. Excellent organizational space and solidarity among employees and taking into account the autonomy of employees, cause an organization to be excellence. Therefore the human resource management instead of activates and systems should focus on value creation plan, this role of the Blessed Strengthen organizational performance and in the long term become to an Intangible assets for the organization. Managers have an important role in employee job satisfaction and allow employees to participate in decisions this approach increases job satisfaction and helps employees to understand autonomy (Abvallay and Zklyly, 2003) only when people have the right to choose their own actions Understanding the experience autonomy (Cora and Leprae, 1996). Job satisfaction is an important factor to increase productivity and caring staff to the organization and their belonging and attachment to the workplace, Increase the quantity and quality of work, Good human relations in the workplace, Good communication, Raising the spirit and love of work (Homan, 2002). Job satisfaction is one of the most important and most controversial concepts that On the one hand it attracted many fundamental theoretical efforts On the other hand, in all areas of management and human resources have been important to organizations (Nagy, 1996).

In one study, the relationship between work motivation and job satisfaction among bank managers were studied in Pakistan The results showed that There was a positive relationship between job satisfaction and motivation (Nadia imperfections, 2010) The results of Hunter research (1998) also showed that Between the structures of the personality, Honesty and the willingness of partners and overall job satisfaction was associated.

Jarj (1999) in comparing personality factors in job satisfaction, Sickly Neuroticism variables, Extroversion and accountability have the highest correlation with job satisfaction. In Nikki *et al.*, (2002) studies which using meta-analytic techniques in regular review paid 267 articles published during 99-1975ad. The results showed that job satisfaction and job profile includes identity, the importance of the functions and autonomy, had A significant relationship.

In Desi and Ryan and Pauling model and Hammond (2008) research found that, Job satisfaction was positively affected group relations and solidarity In a study by Ryan and Nymyk, (2009) All human actions by increasing the happiness and well-being is in a relationship. People should have the freedom to increase their capabilities if people do not have the freedom feel inability. And in this way they don't have the sensation of autonomy and competence in achieving goals. The satisfaction of these requirements would be increase job satisfaction.

In Marklnd and Tobin (2009) research result shows that When needs to be supported Autonomy and social homogeneity occurs and the result purport main role of Autonomy in front of Self-determination theory Showed that the autonomy don't cause poor performance. Anderson *et al.*, (2010) also use the theory of self-interest and found that satisfaction at work, Have a positive relationship with the enjoyment of the work.

Sheldon (2010) Inner need to progress That have the role of mediator between Satisfy the eligibility requirements and Secondary motivation have considered and the result showed that Intrinsic motivation as a stimulus for people who need to high progress mainly Merit have high effect motivate to improve. According to research Skya billion (2011) in different subjects the results showed that satisfy psychological needs with motivate the Autonomy and begig well have a strong correlation.

Koushki findings, Homan and Zahedi (2012), Indicates that between the fourth factor (According to human needs and interests of the group, Attachment responsibility of the boss) and the eighth factor of job satisfaction (Facilitate the work, the client) there was a significant relationship with the traits of extraversion of and responsibility.

In our country the Issue of Psychological needs In various areas of life, including Jobs neglected and little research has been done in this area And is requires further investigation in this area. With regard to this important this study The Role of the three variables Basic needs, psychological in job satisfaction is studded.

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MATERIALS AND METHODS

Method

This study is Descriptive and correlational and was one of the basic research that the data collection method is a quantitative research. The study sample consisted of 200 employees, Islamic Azad University of Hamedan in 2014-2015 were working. The sample size was 98 who were selected randomly. Two questionnaires were used to collect data, the questionnaire of job satisfaction: Subjects in this study to measure job satisfaction were used JDI tools. This questionnaire with Smith Kendall and Hyvlyn (1969; quoted Mrayy, 1990) At Cornell University preparing the reliability coefficient of the test respectively calculated .094 and .066.

This questionnaire, Job satisfaction in five categories including Nature of work, supervision, staff, promotions and pensions evaluates. Job Satisfaction Questionnaire is five option including Options 0 = strongly disagree, disagree = 1, 2= No comment and agree = 3, strongly agree = 4. So that the terms of any scale scores were added together and total Score shows level of job satisfaction.

Also in this study, used a questionnaire titled "Questionnaire" Basic psychological needs. This scale by Gardya and Ryan (2000) is made that feel the support of the autonomy, Competence and communication with others is measured. Scale consists of 21 questions that is Based on the scale of seven degrees Likert rating, that not entirely true (score 1), until very true (Score 2) is Scoring. Reliability coefficients of its implementation on the mother, father, friends, romantic partners, 0.92, 0.92 and 0.92 and 0.92 have been reported (Gardya *et al.*, 2000, quoted by the Ghorbani and Ghasempour, 2010). This scale has shown high reliability in this research. Also this scale has been run between Iranian administrators and students and its reliability and validity is desirable so that its alpha is fluctuated between " 0.76" to " 0.79" (Ghorbani and Ghasempour, 2010). In the present study the reliability of this questionnaire was obtained 0.76 using alpha Kornbakh. Questionnaire psychological needs questionnaire include descriptive terms that the items number 3, 4, 7, 11, 15, 16, 18, 19, 20 are inversely grading and other items were also directly grading. In addition to calculating parameters such as mean, standard deviation using Correlation analysis and stepwise regression for Relationships between psychological variables with job satisfaction were analyzed.

RESULTS AND DISCUSSION

Results

Using the Pearson correlation coefficient between Basic psychological needs and job satisfaction Assessed that its results are presented in Table 1.

Table 1: The relationship between basic psychological needs, and staffs Job satisfaction

Job satisfaction	communication	merit	Autonomy	Test Correlation
.252*	.298**	.269**	1	Pearson correlation
.012	.003	.007		The significance level (two domains)
98	98	98	98	numbers
.185	.473**	1	.269**	Pearson correlation
.068	.000		.007	The significance level (two domains)
98	98	98	98	numbers
.361**	1	.473**	.298**	Pearson correlation
.000		.000	.003	The significance level (two domains)
98	98	98	98	numbers
1	.361**	.185	.252*	Pearson correlation
				relationship
	.000	.068	.012	The significance level (two domains)
98	98	98	98	numbers

**Correlation is significant at 0.01 level (two domains)

*Correlation is significant at the 0.05 level (two domains)

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According to the description given in the following the table, Correlation values of one star and two star in order to a significant correlation or the linear correlation coefficient points the relevant factor in the 0.05 and 0.01 level. This means that if the sampling of the population is repeated 100 times, In 95 or 99 items of that we saw the linear correlation with the related index. As observed linear correlation or Pearson correlation between Autonomy and job satisfaction variables is significant in 0.05 and 0.252 level. The highest correlation with job satisfaction is related to the communication variable. With the highest degree of reliability (99%): 0.361 and correlation coefficient is 0.185 for Job satisfaction with merit that is not meaningful. Pearson correlation test results showed that between Job satisfaction and psychological basic needs there is a significant association ($0.05 > P$, so hypothesis was confirmed. We used the job satisfaction as a dependent variable in the regression And evaluated whether with sub psychological basic needs (Autonomy, merit and communication) As a predictor or independent variables is related?

The results of the regression analysis on the job satisfaction based on basic psychological needs in Tables 2 to 4 are provided.

Table 2: Summary analysis of variance of predictor variables job satisfaction based on psychological basic needs

P	F	M.S	d.f	S.S	Changes resource	model
0.00	14.390	7430.294	1	7430.294	regression	
		16.3675	96	49571.185	remain	1
			97	57001.480	total	

98, $n = p < 0.05^*$

Result of analysis rest showed that variable of basic psychological including Autonomy, merit, communication Significantly predict the job satisfaction of employees ($0.05 > P$, 14. 390 = (148 And 1) F).

Table 3: Summary of job satisfaction model based on basic psychological needs

SE	AR ²	R ²	R	Variable
22.724	121.0	0.131	0.361	communication

Test results of the modified multiple correlation coefficient showed that basic psychological needs variables 0.121 and variance showed the employee job satisfaction.

Table 4: The regression coefficients predicting job satisfaction based on basic psychological needs

P	T	Bets	SE	B	coefficient
**0.24	20287		140815	330878	stable
*0.00	3.793	0.361	0.417	1.580	communication

$n=5$, $p < 0.05^*$, $0.01 p < **$

Results Table 4 Considering the standard beta weight shows that One standard deviation change in the components of basic psychological needs 0.361 standard deviation changes the Employee Job satisfaction. Among the regression step by step it has been selected because include more variables for suitable model and as you know, this kind of regression including the impact of all Regression variables candidate.

Backward stepwise regression analysis as although at first enter all variables in to the model. But in the end, Connection variables in the model have jurisdiction in the model. And two variables autonomy and competence were excluded from the model. Since the correlation matrix coefficients of autonomy, merit and communication is high correlation coefficients that all are significant and can be justified removing to

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some extent two variable linear regression of the model. Finally, a significant model coefficients to be introduced as follow:

Job satisfaction=33.878+1.580(connection).

Discussion and Conclusion

In the present study examined two sets of variables one set of independent variables which here named predictor variables include autonomy, merit and Connection. And another set of variables that are called criteria, including job satisfaction, which according to the results of the analysis of the association of variables Connection and autonomy had the greatest participation in the solidarity competence variables were included the lowest correlation. Using the method of regression analysis and correlation test showed that There is a significant relationship between autonomy and job satisfaction which according to theoretical and research findings with research by Desi and Ryan (2000) Hackman and Oldham job characteristics (1976) Robbins (1974) when, Goodness *et al.*, (2002) Hamyl (2002) Kardmasn *et al.*, (2006). Which confirms the link between job satisfaction are autonomy and according to the findings of this study can be said, When people feel that external forces make them Think and feel or behave in a certain way they Do not feel autonomy and their jobs don't satisfied them (Desi and Ryan, 1987). autonomy means having the willingness to do something that feels his action is entirely in His approval and can do that without pressure and completely "satisfied with the work which he did" (Desi and Ryan, 1987; Ryan *et al.*, 1991). Environments that promote individual autonomy have urged people, set goals and guide their behavior and choose their own way to solve problems and basically follow their "desires and values, (Ryan, 1993). Autonomy supportive environment that makes people curious, and have internal motivation and desire to challenge. To meet the needs and desires are hard and this is increasing the level of satisfaction with their jobs long as environmental conditions let us decided and have opportunity to choose we do not feel bound and this concept means job satisfaction (Rio, Knicks and Ham, 2003, translation Seyyed Mohammadi). Using the method of regression analysis and correlation test, there is no connection between merit and job satisfaction and present research results is not the same with Hamill (2002), Dementia work (2006), Pauling model and Hammond (2008), Roca and his Gagnh (2006), Robbins (1995). Vchyk *et al.*, (1989/1990) research and research is consistent with Gilson *et al.*, (2008). On explanation of these findings it can be said which merit and desire to expand of all aspects of life is more effective. When we are faced with a challenge we focus our full attention to that when we are doing some things that It does not fit with our current skills levels we feel we are not attracted on that and we are not eligibility satisfied with that and don't feel satisfied with our jobs (Desi and Ryan, 1985). People who need lower merit than others don't pay attention to Free challenging activities at the optimal level and cannot tolerated the situations such as failures and mistakes. They can create an atmosphere of tolerance of failure and fault (Clifford, 1988 and 1990). According to the findings of this study found that in our administrative system meritocracy is light, and for challenging activates don't make a motivation in an optimal level. And always because of fear of failure, success is prevented and there is a low taking risk in our management system. One of the major problems is the lack of meritocracy, Design structure of management system is not based on merit and is not merit-based selection. People who do not loved their work in their place. Naturally, they feel dissatisfied. The results obtained using correlation and regression. Contact the job satisfaction, with the highest degree of confidence, there was a significant relationship. Present study result is the same with Cohen *et al.*, (1996); Ryan *et al.*, (1994), Roca and Gagnh, (2006), Pauling and Hammond (2008), Tsyng (2004), Valdhham Hoffman (1976) research. In explaining these findings, we can say that social relationship with others that provide internalize happens. Internalize is the process through which an individual beliefs, values, or other thinking is accepted. If the person feel emotional connection with others and believe that he is working in a place which his prosperity is important for others will be satisfied with his job. Interaction with others is sufficient condition to enable communication needs. But to satisfy the relationship, one needs to make social connections with others in their care and love. When the relationship is satisfied leads to happiness and well-being and job satisfaction at work (Ryan and Lynch, 1989 and Rio 2003, translation Seyyed Mohammadi).

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As a result: According to the findings, more attention about people personality leads to an appropriate and proper employment and also Appointment those for office list based on their basic needs. Change and improvement in the situation of the organization and changes in the behavior of employees according to their personality traits can be satisfied them with their job. This study collected data about basic needs and psychological variables in terms of professional staff of the university Seek to clarify the issue that to understand and predict the relationship between the two sets of variables that is autonomy and merit and communication and job satisfaction variables including job satisfaction, satisfaction with supervisor, partners satisfaction and satisfaction with salaries and promotions, Existence a few aspects of these relationships is essential.

The aim of this study was to Basic psychological needs can predict job satisfaction in Hamedan University workers. One of the main tasks of managers in organizations is identifying potentially skills of employees and to provide the grounds for their growth and prosperity Motivate employees is necessary to create job satisfaction. By creating a good working environment that can satisfy the people's psychological needs. According to the needs of staff and remove their needs leads to the satisfaction of employee's life. More satisfaction leads to efficiency and greater effort and job satisfaction which indicates the importance of this research.

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