

A Study on Job Satisfaction among educational preceptors in Guilan Province,during2009-2010Solmaz Avarideh ¹, Reza Moeini ²¹ Member of Faculty , Payam-e-Nour University, Iranavarideh_soolmaz@yahoo.com² Seyed Reza Moeini, Islamic Azad University, Central Tehran BranchRezamoini43@yahoo.com

Abstract: Current study is intended to study job satisfaction rate among (educational) preceptors in Guilan Province, to examine the relevant factors and offering some solutions to promote the job satisfaction among them and decrease their dissatisfaction. With regard to the objectives and purpose of this study for developing a basis and a theoretical frame, documentation and library research as well as survey methods were used in a manner that from among (educational) preceptors 78 persons were selected by means of Cochran Formula and non-probable share method. After selection, the questionnaire of the survey was distributed among the respondents on a random basis. Major findings of the research indicates that there is a significant relationship between variables including job satisfaction , received salary and benefits, alienation from the job, distributive justice and educational environment. Educational preceptors were satisfied with their salaries and benefits however they were demanding for distributive justice, provision of the conditions for creativity and innovation in job and fulfilling their job expectations. Paying attention to the requests of the preceptors and improving physical condition of their job environment could be also effective factors in their job satisfaction.

[Solmaz Avarideh. **A Study on Job Satisfaction among educational preceptors in Guilan Province, during2009-2010.** World Rural Observ 2012;4(2):7-12]. ISSN: 1944-6543 (Print); ISSN: 1944-6551 (Online). <http://www.sciencepub.net/rural>. 2

Key words: job satisfaction, educational preceptors, alienation from the job, distributive justice, working environment, salary and benefits

1. Introduction

In our country, the importance of formal education is so remarkable that in the highest level of the administrative system, educational mentoring has been differentiated from the (formal) education and within the Ministry of Education each of which is performing its own tasks and planning separately.

On the nature of education it has been mentioned that until the time, a person becomes physically and spiritually/mentally ready for learning, any training and educating activity for him will be impossible or fruitless (Emadi Haeri, 1983 p.17).

Further to the vital and sensitive role of preceptors in education system of the Country , these servants are also playing a critical role in guiding and managing the evolution and promotion of the pupils and they are making efforts for building up the culture, personality, nurturing the talents and ethics of the next generation as well as continuity of the culture of the society between generations (Ali Ghaemi 1983;287) .

The sensitivity of the education of children of this Territory, necessitates a high degree of importance to be attached to the job satisfaction of the people serving in this community. For this reason, their job satisfaction should be discussed and treated seriously. Due to systematic nature of education in Iran, any dissatisfaction or resentment may result in loss of optimal functioning in some elements of the system

leading to overall dysfunction of all education system of the Country. The importance of the scientific study of the issues in this field is so high that some scholars maintain that neglecting the job satisfaction of the preceptors and assistants can lead to failure in materializing goals and objectives of the education, wasting talents of people and consequently deteriorating the labor force of the state that may incur heavy financial losses and disappointment of the youth. (TarbiatMagazine, 1978:12).

1.1 The Necessity of Job studies and a review on some of these researches

Job satisfaction is a sensitive, positive and favorable index which is result of job evaluation or job experience of the person. Job satisfaction leads to improved productivity, loyalty to the organization and improved personal spirit, sense of satisfaction towards the life and faster learning of new skills in the job(Moghimi,1998) Lack of job satisfaction by its turn, results in stress, low per capita productivity, absence from work, leave of service and other mental and physical disorders in the people (Stephen, 1998:46).

Job dissatisfaction is not always rooted in nature of the job itself and it is quite probable to be resulted from a factor other than the job itself. For example a person who is satisfied with his/her job, may feel dissatisfied, because of delay in promotion or small

increase in salary. Even people who selected their job based on genuine interest, may lose their interest and enthusiasm due to unfavorable working environment (Tousi 1995:21)

Although discussion on job satisfaction has become one of the topics of interest for scholars of behavior sciences since two centuries ago, research in this field dates back only to 60 years ago. In this regard, it could be claimed that job satisfaction studies were initiated in 1930s when findings of a researcher named Stephen indicates that educational degree and age are factors that remarkably affect the job satisfaction and more over educational degree relevant to job is effective in increase of job satisfaction (Rabintz, Stephen, 1998:133).

Researcher Dooh (1986) has mentioned that the job dissatisfaction as one of the tension sources for teaching career. (Tarbiat Magazine, Vol. 8, 1978:12).

Hackman & Lavler¹ believe that appreciation, responsibility in decision making, variety and changes in career and the most significant factor among them i.e. importance of the job are influential in job satisfaction (Galman & Chapman, 1989:133). A research by Canon and Northern has indicated that people with longer job experience, have better performance and job satisfaction. It is obvious that their success was effective in continuation of their job (Bischof, 1976). History of job satisfaction studies in Iran is shorter than the western countries. A number of these studies are as follows:

Another research by Mohammadreza Taleban (1995) shows that control over the job is the most effective factor in job satisfaction and on the other hand alienation from the job has a negative correlation with job satisfaction among the employees of Ministry of Education. A research by Khodabandeh (1970-1990) shows a significant correlation between the amount of salary and job satisfaction.

Another researcher named Hamid Shakib, maintains that ignorance of authorities regarding evaluation of their staff is one of job dissatisfaction factors.

The amount of received salaries and benefits was also a subject for debates on job motivations for the employees and different studies were focused on the topic. In this regard, a study indicates that there is a relationship between job satisfaction and the amount of salary and the rewards received by the person (ML lamborn 1991:31-40).

Consequently doing study for identification of factors leading to creation of job motivation is an essential element for creation of productivity and improving job satisfaction through a precise and practicable planning may result in improved procedure and quality of works by educational preceptors and assistants.

Current study aims at measuring the rate of job satisfaction among the educational preceptors in Guilan Province during years 2009-2010 to enable us to take some measures for planning based on well documented information to improve the job satisfaction among educational preceptors and to facilitate establishment of a corner stone for further development of the educational quality in Iran.

General Objective: measuring the rate of job satisfaction among the educational preceptors in Guilan Province during years 2009-2010

Particular Objectives:

1. Identification of the effective factors on improving job satisfaction among educational preceptors
2. Studying pertinent factors to job dissatisfaction of educational preceptors

1.2 Hypothesis

1. Job satisfaction is related to the amount of salaries and benefits received by the educational preceptors.
2. Alienation from the job has a negative correlation with job satisfaction of the educational preceptors.
3. Distributive justice has a positive correlation with job satisfaction of the educational preceptors.
4. There is a correlation between educational degree and job satisfaction of the educational preceptors.
5. There is a correlation between working environment and job satisfaction of the educational preceptors.

2. Methodology

This study is conducted through survey method in which the surveyed population was composed of the educational preceptors either in formal (permanent, test) employment status or contractual or tuition-based preceptors of the Ministry of Education in Rasht, Lahijan, Talesh, Anzali, Roodsar and Astara cities of Guilan Province.

The total number of population was 1024 educational preceptors in the aforementioned cities. The size of sample was determined through Cochran formula.

$NT^2 S^2 / Nd^2 + t^2 S^2$ and with some percent of increase it reached to 78 people. Applied sampling method was non-probable sharing sampling method used for estimation of the sample size selected from eastern, central and western cities of Guilan Province. In doing that an appropriate proportion of educational preceptors to the total population. In the next step a

questionnaire randomly were delivered to the estimated number of population was considered. For data collection a researcher-made questionnaire was developed including alienation from the job, distributive justice, relevant educational degree and work environment. The content of the questionnaire was initially developed based on Iranian and foreign books, theses, dissertations and papers and subsequently it was modified and reviewed through polling among knowledgeable scholars on the reliability of the questionnaire. The questionnaire were composed of 40 questions with Likert scale compiled on the basis of the hypotheses of the research to measure the job satisfaction.

Validity of the questionnaire i.e. content validity and formal validity of the questionnaire was also examined and approved by means of polling among experts/specialists as well as preceptors. In order to examine the reliability of the questionnaire, initially and as a pilot step, the questionnaire was distributed among 20 preceptors and after completion of the pilot questionnaires, the data were analyzed and Corenbach's alfa was calculated equal to 0.822 which was within the acceptable range of reliability for the questionnaire (Saroukhani,2003:139-146).

Distribution of the questionnaire in schools of sub-provinces was done by the evaluation liaisons of the Ministry of Education and in some cases it was done by the conducting party of the survey. Distribution of forms was followed by a careful case-by-case follow up among the surveyed population. Follow-ups by phone resulted in return of questionnaires.

For analysis of the research data both descriptive and inferential statistics have been applied. In descriptive analysis statistical features like frequency, cumulative frequency percent/ratio and in inferential

analysis, Spearman and Youman Viteny correlation coefficient tests and two-sentenced test were used. After this, each hypothesis was evaluated through its pertinent tests:

3. Findings of the research:

Testing the First Hypothesis of the Research

Designing H0 Hypothesis: educational Preceptors are not satisfied with their salaries and benefits.

Designing H1 Hypothesis: educational Preceptors are satisfied with their salaries and benefits.

With regard the above table, the observed frequency in group is less than/equal to 2 (including too less and less) it is 0,35 and within group more than 2 (including average, high and too high (it equals to 0.65 that in comparison to test ratio (.05). The frequency of the bigger group is higher than 2. Furthermore the observed significance number equals to 0.009 which is lower than the standard significance (0.05) so it could be concluded that educational preceptors are satisfied with their salaries and benefits.

Testing the Second Hypothesis of the Research

Designing H0 Hypothesis: Alienation from the job has not a reverse correlation with job satisfaction of educational preceptors

Designing H1 Hypothesis: Alienation from the job has a reverse correlation with job satisfaction of educational preceptors.

Table 1. Results of two- Sentenced test of the first hypothesis

First Hypothesis	Categorization	No.	Observed Frequency	Test Ratio	Significance No.
Satisfaction with salaries and benefits	Less than/equal to 2	27	0.35	0.5	0.009
	More than 2	51	0.65		

Table 2. Results of Spearman Correlation coefficient test on the Second Hypothesis

Second Hypothesis	Spearman Correlation coefficient	Significance No.	Result of the test
Alienation from the job/job satisfaction of preceptors and assistants	-0.610	0.00	H0 rejected

Considering table 2 the calculated correlation coefficient is 0.610. The observed significance no. was zero which is lower than the standard significance level(0.05) therefore the null hypothesis indicating that there is no relationship between alienation from the job and job satisfaction among educational preceptors will not be accepted

with 95% of confidence. As a result, we can conclude that alienation from the job has a significant relationship with job satisfaction among educational preceptors . due to the fact that the calculated correlation coefficient is negative the relationship would be negative.

Testing the third Hypothesis of the Research

Designing H0 Hypothesis: There is no positive correlation between distributive justice and job satisfaction of educational preceptors.

Designing H1 Hypothesis: There is a positive correlation between distributive justice and job satisfaction of educational preceptors .

Table 3. Results of Spearman correlation test related to third hypothesis

three hypothesis	Correlation coefficient	Significance No.	Result of the test
Distributive justice/ job satisfaction	0.305	0.007	Rejecting the null hypothesis

Regarding the above mentioned table, the calculated correlation coefficient is 0.305. The observed numerical significance is 0.007 which is lower than the standard significance level (0.05) therefore there is no reason to verify the H0 indicating that there is no correlation between distributive justice and job satisfaction of educational preceptors at 95% of confidence level. Based on these facts, it could be concluded that there is a significant relationship between the satisfaction of educational preceptors. Due to the fact that calculated correlation coefficient is a positive figure, it indicates that the relationship is direct and positive.

Testing the fourth Hypothesis of the Research

Designing H0 Hypothesis: There is no relationship between educational degrees of the preceptors and their job satisfaction.

Designing H1 Hypothesis: There is a relationship between educational degrees of the preceptors and their job satisfaction.

Table 4. Frequency and average rating of groups based on educational levels in Youman-Vitnea test

Educational Level	Frequency	Average of the grades
High school diploma and associate degree	16	39.53
B.A/B.S., M.A./M.S and higher degrees	62	39.49

Table4.1. Results of Youman-Vitnea test related to fourth hypothesis

Sixth hypothesis	Youman-Vitnea Statistic	Significance No.	Result of the test
Educational level and job satisfaction	495.5	0.995	Not rejecting null hypothesis

In order to do this test the educational levels of the subjects were divided into two category: high school diploma and associate degree formed the first category and B.A./B.S. degrees and higher degree made the second one. Regarding the above mentioned table, the calculated Youman-Vitnea statistic is 495.5. The observed numerical significance is 0.995 which is higher than the standard significance level(0.05) therefore there is no reason to reject the H0 indicating that there is no correlation between educational level of people and their job satisfaction at 95% of confidence. Based on these facts, it could be concluded that there is no relationship between the educational level and job satisfaction of the educational preceptors.

Testing the fifth Hypothesis of the Research

Designing H0 Hypothesis: There is no relationship between working environment of the preceptors and their job satisfaction.

Designing H1 Hypothesis: There is a relationship between working environment of the preceptors and their job

satisfaction

Table 5. Results of Spearman correlation test related to fifth hypothesis

Eighth hypothesis	Correlation coefficient	Significance No.	Result of the test
Educational mentoring environment/job satisfaction of preceptors and assistants	0.245	0.031	Rejecting the null hypothesis(H0)

Regarding the above mentioned table, the calculated correlation coefficient is 0.245. The observed numerical significance is 0.031 which is lower than the standard significance level(0.05) therefore there is no reason to accept the H0 which indicates that there is no correlation between mentoring work environment and job satisfaction of preceptors at 95% of confidence level. Therefore, based on these facts, it could be concluded that there is a significant relationship between working environment of educational preceptors and their job satisfaction. Due to the fact that the calculated correlation coefficient is a positive figure, that the relationship is a direct and positive one .

Discussion and Conclusion:

A review on the most important findings of the research shows that the amount of received salary by the educational preceptors in the Guilan Province is linked with their job satisfaction. This means that higher salaries and benefits leads to higher work motivation and job satisfaction among this group. It should be mentioned that the distribution of the questionnaire and measuring the job satisfaction among the subjects was coincided with an increase in salaries of staff members of Ministry of Education which might have some effects on the subjects answers to the questionnaire In fact, the enthusiasm and excitements resulted from the salary increase may distort or decrease the subjects attention to the un-predicted economic inflation outcomes. The study on alienation from the job shows that based on the criteria applied in this survey, for a majority of employees who suffer from alienation from their job, the work is considered as an obligatory task so they feel no motivation or creativity towards the work and are willing to change their job. Regarding the role of distributive justice on job satisfaction, the experience proves that if the salaries and benefits are not distributed fairly among the staff, job dissatisfaction will be created.

The results of the research confirm that educational degree has no effect on job satisfaction among the educational preceptors. However control over work was effective on increasing job satisfaction and efficiency of them. In other words, when people feel that they are supervised by their responsible superior authorities, their attention and efforts to perform the job and gain the authorities satisfaction will be increased

because they interpret the control and supervision over their job as a sign of importance and value of the job, leading to more job satisfaction.

Working environment of educational preceptors is also effective on job satisfaction. If the students, the school, its principal and other colleagues have proper cooperation with the group, the educational preceptors will show required interest towards their job and this enthusiasm and interest could be a sign of job satisfaction. The heavy burden of responsibilities of educational preceptors in schools and lack of cooperation from principal or students were among the major source of problems for the group that was expressed during filling out the questionnaire.

A group of educational preceptors believed that the superiority of educational mentoring over ordinary education should be expressed in a tangible and practical manner to enable the pupils to have a better understanding of concepts and principles of spiritual education.

Suggestions:

The majority of educational preceptors suggested that the Office of Education should allocate sufficient time and facilities to implementation of spiritual education and development of education culture among the pupils to consider the educational education as important and vital as the ordinary education and learning and it deserve the time spent on it .

Other group suggested that the job of educational preceptors is a broad and time consuming task demanding a lot of effort so it is necessary for the education office to consider at least 2 educational preceptors for each work shift of school to enable them to do the job in the best manner. Managers and planners of educational plans should take into accounts all factors leading to higher job satisfaction among this group such as: appreciating the achievements of educational preceptors through awarding them some prizes and other encouragement ways. They should pay more attention to improvement of material and educational conditions of their job, provision of required facilities, instruments and proper working environment and wining their job satisfaction through solving physical problems related to working environment. Provision of some facilities such as housing facilities for the educational preceptors could be recommended .

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3/27/2012
