The Relationship between Job Satisfaction and Organizational Commitment (Case Study: Justice Staff Gilan Province)

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Background: Background: Manpower is committed to the organization of particular importance is the existence of a committed workforce can be a competitive advantage and superior position of the strategic. Commitment to employee and organizational factors, job, work, and personal interaction has a special place in the managers' job satisfaction is important and how it will affect them more or less commitment. Objective: Therefore investigate the relationship between job satisfaction and organizational commitment is Justice staff Gilan province. Results: This study is based on descriptive research design and practical purpose. Correlation analysis is a research method and research. The population is 185 employees Justice province. Based on a sample of 120 employees of Morgan Justice is the province which were selected randomly. Standard questionnaire to assess organizational commitment questionnaire Allen and Meyer with the 0/89 was used to check the reliability of the job satisfaction questionnaire Wisocky and Krum 0/86 was used. To examine the study variables, Pearson correlation test, comparison test (independent samples) t-test, one-sample t-test and variance analysis using spss 18 software was used for data analysis. Conclusion: The results showed that there are significant relationship between job satisfaction and organizational commitment. The study concluded that the level of organizational commitment and job satisfaction in an organization is small or does not exist, Many negative consequences, including anxiety and concern of staff absenteeism, delays, lack of physical and mental health, high turnover, poor performance and eventually leave the business or service organizations will be wiped.

INTRODUCTION

Today, the workforce will be remembered as one of the most important resources in achieving organizational productivity and, ultimately, the entire community has been pivotal. Hence, knowledge of the concepts and constructs related to manpower required to appear.

One of the most fundamental concepts on the one hand and theoretical efforts have focused much of their and the other at all levels of management and human resources organizations have job satisfaction of employees and their commitment to the organization.

Each individual job satisfaction is a born factors such as working conditions, organization of work, the work relations and cultural factors are therefore it can be concluded that job satisfaction is an emotional, mental and social factors are also affected [12].

Since Herzberg (1959) concept of job satisfaction has been significantly challenged and revised. However it seems this concept, it has remained unclear (8). Definitions related to job satisfaction indicate that this concept, Separate but related constructs are considered together in the evaluation of a job, a job that emotional experience on the job [14].
Job satisfaction is a general attitude towards their jobs and, therefore, any person who is a high degree of job satisfaction in comparison to a positive attitude towards his career [1].

Spector defines job satisfaction as an attitude towards their jobs and how people feel in general or with respect to various aspects of the show. Simply measure the degree of satisfaction with their jobs, making them popular shows [11].

Cooperation with the Organization's presence is essential to job satisfaction and increased productivity due to the important role of job satisfaction, organizational commitment, ensuring physical and mental health, learning new skills to accelerate the increase in the spirit of the individual's job and is [13]. One of the important outcomes of job satisfaction, organizational commitment as is. Therefore, job satisfaction, job attitudes, the second most important variable according to many researchers have focused on organizational commitment [2]. One of the advantages of having one organization to another organization is committed workforce [3]. Employees are committed to promoting the image of the organization in the community and it provides the context of growth and development. Conversely workforce with little commitment, not only to achieve organizational goals does not move, but the culture of apathy towards the problems of effective organization. Does not create a new idea or disappears; If someone is not committed to it. Then a true commitment to the concept of the individual and his or her vital resources will be used to develop new ideas [10].

According to Robbins (2004) defines organizational commitment when the person knows the organization and wish to stay in the organization.

Porter and Astreiz, organizational commitment and identification with the organization knows which includes a strong belief in and acceptance of the goals and values of an organization. Because of the desire to spend considerable effort and intense desire to remain in the membership organization [7].

Weiner commitment as "the sum of reflection internalized normative pressures to act in a manner that could be described as the organization's goals and desires to achieve" And believe that engaged employees are willing to make sacrifices for the organization.

As one of the topics that has attracted the attention of researchers, various aspects of the commitment because, attachment and commitment to not only the staff but also with other bodies such as career, family, direct supervisor, religion etc. is connected. Therefore, the obligation to distinguish various types, but two aspects of commitment in organizational behavior studies have been considered include: professional commitment and organizational commitment [5]. That aspect of that commitment is the subject of this study, organizational commitment.

Organizational commitment, attitude and mental state is a desire, a need, an obligation to continue to show work in an organization. Tendency to refer to the individual conscience and the heart and desire to continue in the organization. Requirement, stating one's continued service to the organization because the organization has done investments. Also required is the responsibility and duty to one's faith in their organization committed to it as it sees itself compelled to stay. There is no consensus on the definition of organizational commitment among researchers of different definitions have been provided. However, since any sort of emotional attachment to one of three general categories, understanding and a sense of duty have cited costs [11].

There are several scales to measure organizational commitment. However, the most common scale is defined by Allen and Meyer [4] for organizational commitment are presented.

The organizational commitment as a psychological state that binds the individual to rationalize that have defined. Allen and Meyer argue that organizational commitment is a multidimensional construct. Accordingly, there are three different types of organizational commitment. Affective commitment, normative commitment and continuance commitment.

Affective commitment reflects an emotional attachment to the organization. Affective commitment refers to the emotional attachment and a sense of identity and involvement of employees in the organization. In this type of employee commitment in organizations like, because they want to stay. Continuance commitment involves the perceived costs of leaving the organization, indicating that employees need to work and can not work, do. Whatever the level of investment in the organization is more likely to leave him, reducing his level of organizational commitment increases. The more people work in an organization is longer, the probability of losing things over the years have tried to keep it to be more. Normative commitment that employees feel an obligation to continue to work in an organization refers to the pressure that caused him to be on the other. Those who have a high degree of normative commitment are greatly concerned that if they left their jobs, others will be judged on what they found. In summary, in this conceptualization, such as employees in organizations because they feel the need to stay [6]. Research evidence suggests that personal factors, occupational, institutional and organizational commitment affect organizational metadata, including job satisfaction, organizational commitment has a large effect [10]. Several studies about the relationship between job satisfaction and organizational commitment has been made, some of which are pointed out.

Shakeri niya and nabavi (2008) showed in their study of job satisfaction and organizational commitment of staff and the police fired perceived organizational support is higher than the province.
Also, organizational support, job satisfaction and organizational commitment, there is a significant positive relationship. Job satisfaction, organizational commitment was expected of them. Employees in terms of organizational support and organizational commitment and job satisfaction were significantly different.

Tazang (2002) argues that personal factors, occupational, institutional and organizational commitment affect occupational learn, the more impact on their job satisfaction and organizational commitment [4].

Salehpour and Bidakhti (2006) The relationship between job satisfaction and organizational commitment in staff education in Mashhad were examined. Based on the results, satisfaction with work, satisfaction with salary and benefits, organizational commitment and satisfaction with co-workers are the most affected.

Osman and Anougrah (2009) A review of research on the relationship between commitment and career success, and concluded that organizational commitment, job satisfaction is predicted to.

Tamylenson studies and Jankinz (1992) under the title role of organizational commitment and job status has been shown to prevent staff turnover due to a variety of commitment (affective and continuous) can be reduced to maximize job satisfaction and voluntary turnover avoid be useful.


Based on the above study seeks to answer the question whether the relationship between job satisfaction and organizational commitment of Justice province there?

Methodology:
Committed to employee and organizational factors, job, work, and personal interaction has a satisfactory job in this area is a special place and how it will affect them more or less commitment [4].

The main purpose of understanding the relationship between job satisfaction and organizational commitment is Gilan Province Court. Secondary objectives of the study, understanding job satisfaction and organizational commitment among working women and men, recognizing employees’ job satisfaction and organizational commitment according to education level is as follows: Based on the research hypotheses: 1- The relationship between job satisfaction and organizational commitment in Gilan Province Court there. 2 - between job satisfaction and organizational commitment of their employees according to gender justice in the province are related.

3 - between job satisfaction and organizational commitment of their employees according to the level of education in the province there is justice.

This study is based on descriptive research design and practical purpose. Correlation analysis is a research method and research. The population is 185 employees Justice province. Based on a sample of 120 employees of Morgan Justice is the province which were selected randomly.

Standard questionnaire to assess organizational commitment questionnaire consisting of 24 items by Allen and Meyer are used. These three types of questionnaires normative commitment, affective commitment and continuance commitment to encompass each of the 8 items based on a Likert options completely [1] to totally agree (5) holds. Coefficient alpha reliability of the questionnaire 0/89 respectively.

To assess job satisfaction questionnaire consists of 40 items that have been used Wisocky and Krum. These five factors as the nature of the questionnaire, managers, supervisor, colleagues, promotion and salary and benefits are divided into two polarities, in which each item is located and respond to each item a score from 1 to 5. Coefficient alpha reliability of the questionnaire 0/86 respectively. To examine the study variables, Pearson correlation test, comparison test (independent samples) t-test, one-sample t-test and variance analysis using spss 18 software was used for data analysis.

Results:
- Job satisfaction Justice.

<table>
<thead>
<tr>
<th>Result</th>
<th>Sig</th>
<th>Degrees of freedom</th>
<th>t Calculated</th>
<th>Average hypothetical</th>
<th>Deviation Criterion</th>
<th>Average</th>
<th>Job satisfaction and its components</th>
</tr>
</thead>
<tbody>
<tr>
<td>OK</td>
<td>0.001</td>
<td>119</td>
<td>8.54</td>
<td>3</td>
<td>0.92</td>
<td>3.72</td>
<td>Nature of Work</td>
</tr>
<tr>
<td>OK</td>
<td>0.001</td>
<td>119</td>
<td>6.03</td>
<td>3</td>
<td>1.07</td>
<td>3.59</td>
<td>Management</td>
</tr>
<tr>
<td>OK</td>
<td>0.005</td>
<td>119</td>
<td>2.89</td>
<td>3</td>
<td>1.07</td>
<td>3.28</td>
<td>Associates</td>
</tr>
<tr>
<td>Rejection</td>
<td>0.51</td>
<td>119</td>
<td>0.66</td>
<td>3</td>
<td>1.13</td>
<td>3.06</td>
<td>Promotion</td>
</tr>
<tr>
<td>Rejection</td>
<td>0.95</td>
<td>119</td>
<td>0.07</td>
<td>3</td>
<td>0.9</td>
<td>3</td>
<td>Salary</td>
</tr>
<tr>
<td>OK</td>
<td>0.001</td>
<td>119</td>
<td>4.99</td>
<td>3</td>
<td>0.73</td>
<td>3.33</td>
<td>Job Satisfaction</td>
</tr>
</tbody>
</table>

According to the table, we can say that the elements of the nature of job satisfaction, management and staff are well above average, and the values of the statistically significant. But the elements of promotion and salary and benefits at a lower level of job satisfaction has been observed and hypothesized mean difference is not significant. Overall results demonstrated that overall job satisfaction was above average.

- Organizational commitment and Justice

Single-sample t test of organizational commitment and its components
According to the above table we can say that the components of organizational commitment, affective commitment, continuance commitment and normative commitment were above average and these values are statistically significant. The results have shown that organizational commitment was above average, which reflects the commitment of the staff of Justice province.

- The relationship between job satisfaction and organizational commitment

The results of the correlation matrix between organizational commitment and job satisfaction

<table>
<thead>
<tr>
<th>Components of job satisfaction</th>
<th>Nature of Work</th>
<th>Job Satisfaction</th>
<th>Salary</th>
<th>Promotion</th>
<th>Associates</th>
<th>Management</th>
<th>Nature of Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average</td>
<td>3.91</td>
<td>0.88</td>
<td>3</td>
<td>0.88</td>
<td>3.91</td>
<td>Emotional Commitment</td>
<td></td>
</tr>
<tr>
<td>Average</td>
<td>3.29</td>
<td>0.45</td>
<td>3</td>
<td>0.45</td>
<td>3.29</td>
<td>Continuous Commitment</td>
<td></td>
</tr>
<tr>
<td>Average</td>
<td>3.45</td>
<td>0.5</td>
<td>3</td>
<td>0.5</td>
<td>3.45</td>
<td>Normative Commitment</td>
<td></td>
</tr>
<tr>
<td>Average</td>
<td>3.55</td>
<td>0.47</td>
<td>3</td>
<td>0.47</td>
<td>3.55</td>
<td>Organizational Commitment</td>
<td></td>
</tr>
</tbody>
</table>

According to the above table we can say that the normative commitment, satisfaction with the elements of nature, management and development of a meaningful relationship, but with the consent of the partners and the rights and privileges significant relationship has been observed. The results of the ongoing commitment shown that the only factor significantly related to job satisfaction and other aspects of the nature of the relationship is not significant. The general continuance commitment and job satisfaction is not significant.

Results have shown that the affective commitment dimension has a significant relationship with all aspects of job satisfaction. In general, a significant positive relationship between affective commitment and job satisfaction were observed.

In general, the indicators of organizational commitment and job satisfaction in all aspects, there is no correlation.

- The difference between males and females in the variable job satisfaction

The results of comparison testing between male and female employees' job satisfaction

<table>
<thead>
<tr>
<th>Test</th>
<th>Sig</th>
<th>Degree of Freedom</th>
<th>t Calculated</th>
<th>Standard error of the mean</th>
<th>Standard deviation</th>
<th>Average</th>
<th>Number</th>
<th>Sex</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0.64</td>
<td>118</td>
<td>0.47</td>
<td>0.08</td>
<td>0.72</td>
<td>3.35</td>
<td>82</td>
<td>Man</td>
</tr>
<tr>
<td></td>
<td>0.12</td>
<td></td>
<td></td>
<td></td>
<td>0.12</td>
<td>0.76</td>
<td>38</td>
<td>Woman</td>
</tr>
</tbody>
</table>

T-test results above showed that although the average male worker job satisfaction more Job satisfaction is than the average woman, but this difference was not statistically significant and had the same job satisfaction of male and female employees.

- Comparison of Average Satisfaction Degree

One way ANOVA results between job satisfaction and employee qualification

<table>
<thead>
<tr>
<th>Sources changes</th>
<th>Sig</th>
<th>F</th>
<th>Mean square</th>
<th>Degrees of freedom</th>
<th>Square</th>
<th>Sources changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Group</td>
<td>0.001</td>
<td>5.66</td>
<td>2.62</td>
<td>3</td>
<td>7.86</td>
<td>Intergroup</td>
</tr>
<tr>
<td></td>
<td>0.46</td>
<td>112</td>
<td>51.84</td>
<td>115</td>
<td>59.7</td>
<td>total</td>
</tr>
</tbody>
</table>

According to the above results, we can say that no significant differences were observed in levels of job satisfaction in terms of qualification. According to this hypothesis, differences in job satisfaction level of education is confirmed.
The difference between males and females in terms of organizational commitment

The results of comparison testing between male and female employees' organizational commitment

<table>
<thead>
<tr>
<th>Sig</th>
<th>Degree Freedom</th>
<th>t Calculated</th>
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<th>Average</th>
<th>Number</th>
<th>Sex</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.47</td>
<td>118</td>
<td>0.27</td>
<td>0.05</td>
<td>3.57</td>
<td>82</td>
<td>Man</td>
</tr>
<tr>
<td></td>
<td>0.08</td>
<td>0.51</td>
<td>3.5</td>
<td>38</td>
<td>Woman</td>
<td></td>
</tr>
</tbody>
</table>

T-test results above show that although organizational commitment average man most of the employees are women, but this difference was not statistically significant and working women and men are equal in terms of organizational commitment.

- The mean values and organizational commitment in terms of qualification

One way ANOVA results between organizational commitment and qualification

<table>
<thead>
<tr>
<th>Sources changes</th>
<th>Square</th>
<th>Degrees of freedom</th>
<th>Mean square</th>
<th>F</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Group</td>
<td>2.18</td>
<td>3</td>
<td>0.73</td>
<td>3.75</td>
<td>0.013</td>
</tr>
<tr>
<td>Intergroup</td>
<td>21.75</td>
<td>112</td>
<td>0.19</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>23.94</td>
<td>115</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

According to the above results, we can say that significant differences were observed among organizational commitment in terms of qualification. According to this hypothesis, the difference between organizational commitment and education level is confirmed.

Discussion:

The results of the analysis of data from the questionnaires showed that the average job satisfaction Justice province in general is above average. It also means satisfying aspects of the nature of work, management and staff is above average, and these values were statistically significant. Satisfaction and satisfaction aspects of the promotion of the rights and benefits of job satisfaction was moderate and did not differ between the hypothetical mean.

The present results indicate that the satisfaction rate of pay and promotion, and promotion of the rights and benefits and the lowest levels of job satisfaction are among constituent proportions. Since the basic needs of man's material needs therefore, human resource management, system design should seek to promote and enhance the competence and actual performance-based pay and benefits and meet the staff.

In examining the relationship between job satisfaction and organizational commitment research findings suggests between job satisfaction and organizational commitment dimensions and the dimensions of the relationship is positive and significant. Articulating this much can be said about the scope of the motivational factors and health-enhancing job satisfaction is be considered by the authorities as well as increased levels of organizational commitment.

Results showed that job satisfaction and organizational commitment in terms of gender differences are not at the same level. But the average job satisfaction and organizational commitment of their employees in terms of education levels, there is a significant difference. Therefore, the organization should create favorable conditions underlying the rise in the level of education provided to employees to increase job satisfaction and organizational commitment of their leads.

The results of the study showed that about organizational commitment the overall mean emotional dimensions of organizational commitment and organizational commitment, continuance and normative is above average.

Conclusion:

Today, scientists believe that the most valuable asset of the organization and management of human capital is and due to the failure or success of the investment worthwhile organizations has a direct impact on the process.

Therefore, efforts to develop employee engagement is important that administrators need to be seriously considered. Organizational commitment and job satisfaction are two important factors in predicting and understanding of organizational behavior the review helps supervisors to identify potential problems (6).

The overall aim of the present study was to investigate the relationship between job satisfaction and organizational commitment Gilan province of the judiciary.

The study concluded that the level of organizational commitment and job satisfaction in an organization is small or does not exist. Many negative consequences, including anxiety and concern of staff absenteeism, delays, lack of physical and mental health, large displacement, Performance drop and eventually leave the business or service organizations will be swiped. It is recommended to HR managers through timely bonuses,
salary increases according to the abilities and capabilities of employees; Promote and enhance their career opportunities, strengthen the pleasure of working conditions and increase worker involvement in the organization's commitment to the cause.

4-Abedi K, Zare M, Barkhordari A, Halvani GH. The investigation of job stress and job satisfaction among workers

REFERENCES