



## The comparison of Job Satisfaction of athletes and non-athletes personnel of Islamic Azad University of Ghazvin and Takestan branches

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### Abstract

*The aim of this research was comparison job satisfaction of athletes and non-athletes personnel of Islamic Azad university of Ghazvin and Takestan branches. The present research is a kind of descriptive and measurement one. For gathering data a scholar made question are has been used containing individual characteristics and JDI that is designed by Visuki and chrome. Statistical universe of the research were personnel of Islamic Azad University in Ghazvin and Takestan and sample statistic of the research paying attention to Morgan table were 100 people that were chosen randomly in a simple form. Reliability of the questionnaire inside the company has been reported 88% by Gholami Fesharaki et al and its topic is surveying reliability and legitimacy Najimahs job satisfaction questionnaire by calculating Kronbachs alpha. Spss software was used for analyzing data descriptively and testing hypothesis. Statistical test was an independent with meaningful level of .05 results of the research showed that in totally in Takestan university, job satisfaction of athletes personnel is more than non- athletes ones and job satisfaction is most items is 3.6 from 5, that is more than average. So there is meaningful difference between job satisfaction of athletes and non-athletes personnel of Takestan University. In Ghazvin University both groups, I mean. athletes and non- athletes personnel were close to each other is all items related to job satisfaction in a way that, there wasn't any meaningful difference was meaningful.*

**Keywords:** Satisfaction of job, athletes and non-athletes personnel.

### Introduction

Organizations need continuous important of their performance for keeping their life and improving, and human sources are basic capitals of organizations and they are origin of every innovation in organizations.

In this relation educational system of every country from the point of man power and jobs that have been created in it has highest rate among governmental offices and organs, that evaluating performance is missions<sup>1</sup>.

Hot ice able number of people in the country as learner educator and provider of supportive services have direct and indirect relation with learning-educating activities<sup>2</sup>. Job satisfaction of personnel is one of the scientific responsible and educational policy makers, pay attention to it. Personnel as man power is primary line of official system have a main role in making present and future conditions of the country<sup>3</sup>.

In organizations and organizational behavior area, among different attitudes related to job activities have been studied and emphasized more than others that are: job satisfaction organizational advanced countries of the world pay vast money for surveying yearly changes of job satisfaction of their personnel. Paying such costs by these countries shows that it is an important subject for them that unfortunately our country

hasn't paid much attention to it practically. Job satisfaction is a phenomenon that is formed because of different factors and it affects different factors by itself<sup>4</sup>. For achieving modern exploiting job satisfaction is necessary. At least it can be said explicitly that unsatisfied personnel won't have a continuous suitable performance<sup>5,6</sup>. Job satisfaction in its simplest express is useful and positive emotional feeling that is got in a person after doing his (her) job. Of course job satisfaction isn't a single factor, but it is a complicated interrelationship of job duties responsibility actions and reactions motives and encouragements<sup>7</sup>.

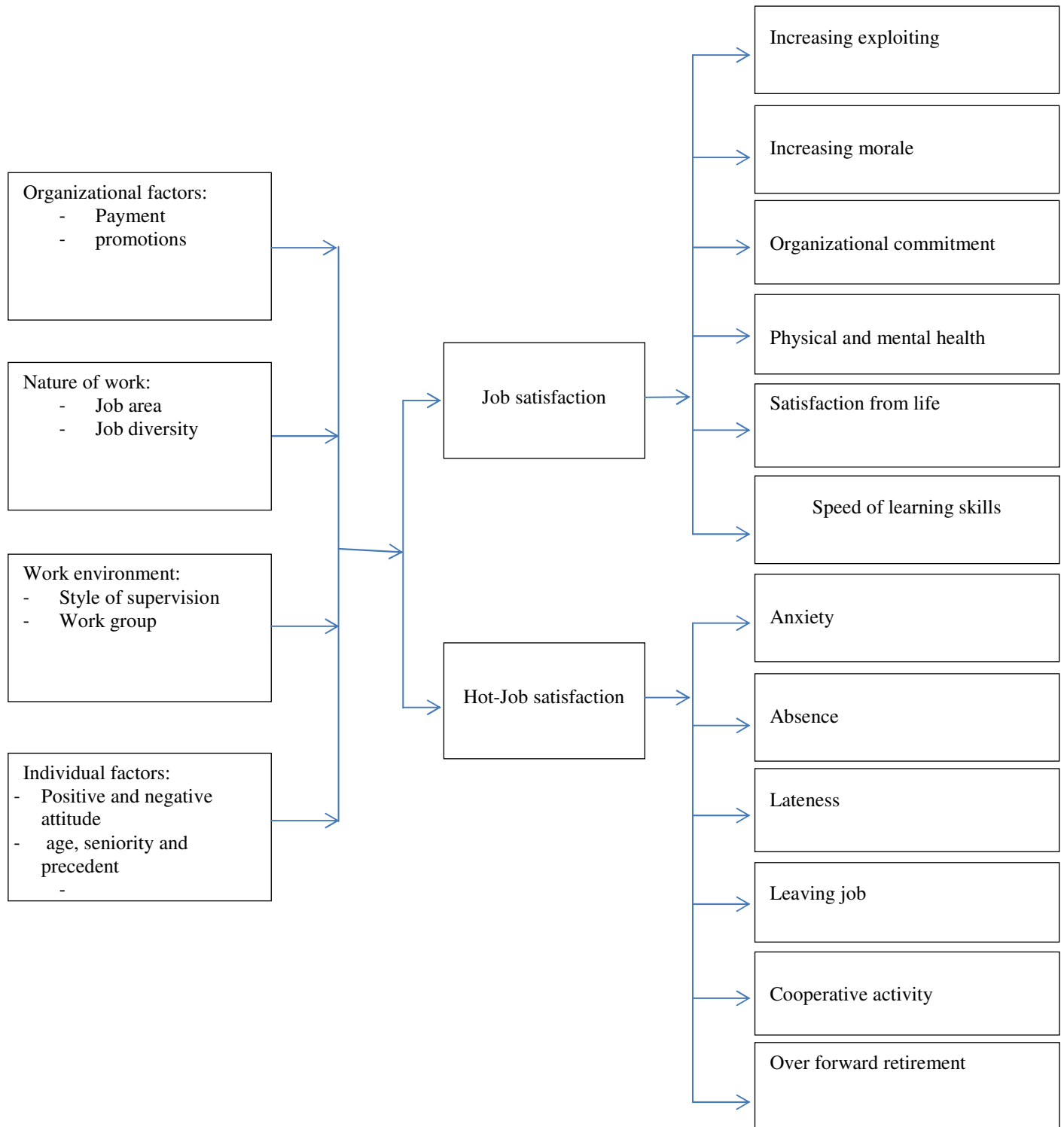
Job satisfaction so has been defined as an imagination of person from his job and kind of feelings and positive attitudes of person toward their jobs<sup>8</sup>. Besides university personnel structures of educational process have a main role in increasing exploiting of educational institutes.

Job satisfaction of personnel is one of the subjects that have attracted attention of organizational managers so that they can answer the expectations of addressers of organization in its best form.

Davis and Newstore defined job satisfaction in a frame of pleasing and displeasing feelings that personnel are facing with it in their offices. Because of the importance of job satisfaction from the side of theorists and students, researchers have tried to

define and describe its aspects and knowing the sources of such a satisfaction. Paying attention to this case that different models have been designed and presented in organs in relation with job

satisfaction, one of these models that were verified in basic studies is Moghimi's model of job satisfaction that is presented in figure 1.



**Figure-1**  
**Job satisfaction model on the basis of theory findings**

Researches have shown that organizational factors, environmental factors nature of work and individual factors have been cardinal (original) variables relating to job satisfaction<sup>9</sup>. In other researches it has been shown that there is a meaningful relation between job satisfaction and organizational management<sup>10</sup>. In a study in Rafsanjan in 1383 it has been shown that the most important motives for job security<sup>11</sup>. In a research in Kermanshah and Isfahan in 1386 it has been shown that satisfaction from work nature has been the most important factor<sup>12</sup>.

Amount of salary is one of the factors of job satisfaction that has been paid attention to it in different studies. Results of research of Masoud Alavi and Shoja Gharehbaghi about job satisfaction of government personnel in Kashan during 77-78 showed that though from the side of growth and its opposite, job satisfaction was low but totally they had noticeable satisfaction from their work.

This shows that though there are different problems such as low salary, not being up right encountering with personnel and not being possibility of instructing Personnel, they have kept their morale correlation with the organ<sup>13,14</sup>. Hildbrand and Manel in 1996 during a research on 103 university teachers got the result that there is a meaningful relation between job satisfaction and physical activity in leisure time. In this research 82% of the subjects believed that physical activity has positive effect on their job satisfaction<sup>15</sup>. Results of other researches show that doing physical activities by personnel, improves their job satisfaction.

Briefly, they believe that by increasing encouragement of personnel for doing physical activities, we can help to improve their job satisfaction and as a result exploiting of the organ. About job satisfaction of different groups of society and factors that affect it such as salary, record of work age and number of children different surveys have been done. From one hand about relation of those factors with job satisfaction and so wonderful effect of physical activity on different sides of people's lives about role of physical activity in job satisfaction hasn't paid much attention to it<sup>16,17</sup>.

Other noticeable point is that researches such as the present research about job satisfaction have two main advantages: firstly personnel feel that their ideas and suggestions are important for the sense of power and belonging improves motivation of personnel and causes exploiting second advantage of this relation is reinforcing motivation and morale of personnel when personnel feel that their ideas and wishes are important for higher managers the organization becomes more exploiting humanistic. Organization changes to a place that its personnel are important for it<sup>18</sup>.

Generally in present research situation of job satisfaction and different sides of job satisfaction of athletes and non- athletes

personnel of Takestan and Ghazvin university is surveyed and compared.

## Methodology

Researcher in the present research for surveying the increase of efficiency and exploiting of personnel of university compared job satisfaction of personnel of Azad University in Ghazvin and Takestan. Present research is survey (measurement) one. Statistical universe of this research were all personnel of Azad University in Gazvin and Takestan. Method of sampling was randomly classical on the basis of different units in both universities. About 50 question nares were distributed among personnel of each university separately. For gathering data from the self- made question nares items such as age, sex, education, level of physical activity and kind of sport were included.

So for evaluating degree of satisfaction of personnel from items such as situation of work, colleagues, method of promoting, super visor and salary, DI standard question nares (job descriptive index) was used.

Reliability of the question nares inside the country that has been reported by Ghloami Fesharaki et al by the topic of surveying reliability and legitimacy of the question nares of Najimeh has been 88% by calculating Kronbach's alpha.

In the present research physical activity is an independent variable and job satisfaction is dependent variable. In this research, 50 self- made question nares and standard ones about job satisfaction were distributed among personnel of different units of Azad university in Ghazvin and Takestan. These units were instructional assistance financial- administrative assistance research assistance head office and.... SPSS software no. 16 will be used dispersion indexes such as standard deviation will be used for describing data. So t test will be used for mean of both groups.

## Results and Discussion

In table 1 athletes 29 people and non- athletes are 21 ones. So it was found that athletes personnel with the mean of 3.64 in the items of colleague and promotion relating to job satisfaction had the most share or percent and non- sportsman personnel had the most satisfaction in work item.

Paying attention to the results of table 2 it was found that athletes and non-athletes personnel of Takestan, in all items relating to job satisfaction have meaningful difference except for salary.

Paying attention to the results of table 3 in research samples of Ghazvin, there have been 33 athletes and 17 non- athletes that both of them have had the most mean of 3.67 and 3.65, in the item relating to supervisor.

**Table-1**  
**Frequency distribution and mean relating to research samples of Takestan**

Activity	No	Mean	Standard deviation	Error of standard mean
Athletes Non- athletes Work	29 21	3.55 3.17	0.50 0.27	0.09 0.06
Athletes Non- athletes Supervisor	29 21	3.56 3.21	0.38 0.29	0.07 0.06
Athletes Non- athletes colleague	29 21	3.64 3.11	0.43 0.41	0.08 0.09
Athletes Non- athletes promotion	29 21	3.64 2.97	0.29 0.16	0.05 0.03
Athletes Non- athletes payment	29 21	3.05 2.98	0.36 0.29	0.06 0.06

**Table-2**  
**Results of t test relating to sample researches of Takestan (athletes, non- athletes)**

	Levens test for Equality of variances		t- test for Equality of means				
	f	Sig.	t	df	Sig (2-tailed)	Mean difference	Std. Error difference
Assumption of equality of variances work	5.49	0.2	3.13	48	0.03	0.38	0.12
			3.42	45.14	0.01	0.38	0.11
Assumption of equality of variances Supervisor	1.55	0.21	3.44	48	0.01	0.34	0.05
			3.58	47.7	0.01	0.34	0.06
Assumption of equality of variances colleague	0.17	.067	5.03	48	0.00	0.65	12
			5.34	44.3	0.00	0.65	0.12
Assumption of equality of variances Promotion	7.33	0.09	48	49	0.06	0.38	0.12
			47.54	0.48	0.06	0.36	0.08
Assumption of equality of variances payment	1.94	0.17	0.67	48	0.49	0.6	0.96
			0.7	47.54	0.48	0.6	0.93

**Table-3**  
**Frequency distribution and mean of research samples of Ghazvin (athletes, non- athletes)**

Activity	No	Mean	Standard deviation	Error of standard mean
Athletes Non- athletes Work	33	3.39	0.57	0.1
	17	3.45	0.52	0.12
Athletes Non- athletes Supervisor	33	3.67	0.75	0.13
	17	3.65	0.4	0.09
Athletes Non- athletes colleague	33	3.48	0.6	0.1
	17	3.47	0.42	0.1
Athletes Non- athletes promotion	33	3.56	0.45	0.07
	17	2.56	0.48	0.11
Athletes Non- athletes payment	33	3.36	0.44	0.07
	17	2.68	0.5	0.12

Paying attention to the results of table 4, it was found that athletes and non- athletes personnel of Ghazvin University that work as official except for payment item don't have any meaningful difference in items relating to job satisfaction.

Paying attention to the results of table 5, it was found that athletes personnel of Takestan University are 29 people and athletes personnel of Ghazvin University are 33 ones and all

items of job satisfaction Takestan University are more than Ghazvin University except for payment item that Ghazvin University is more than Takestan University.

Paying attention to the results of table 6 it was found that athletes personnel of Ghazvin and Takestan university didn't have any meaningful difference in items relating to work.

**Table-4**  
**Results of t test relating to research samples of Ghazvin (sportsman, non-sportsman)**

	Leven test for Equality of variances		t- test for Equality of means				
	f	Sig.	t	df	Sig (2-talied)	Mean difference	Std. Error difference
Assumption of equality of variances work	0.1	0.91	-0.37 -0.38	48 35.14	0.71 0.7	-0.62 -0.62	0.167 0.162
Assumption of equality of variances Supervisor	0.86	0.35	0.35	48 47.7	0.92 0.9	0.19 0.19	0.195 0.165
Assumption of equality of variances colleague	5.3	0.02	0.02	48 44.7	0.94 0.94	0.11 0.11	0.165 0.147
Assumption of equality of variances Promotion	0.17	0.67	0.67	-0.6 -0.59	0.54 0.56	-0.83 -0.83	0.137 0.141
Assumption of equality of variances payment	0.49	0.49	0.49	-2.32 -2.30	0.02 0.03	-0.32 -0.32	0.138 0.144

**Table-5**  
**Frequency distribution and mean of athlete's personnel of Ghazvin and Takestan**

Activity	No	Mean	Standard deviation	Error of standard mean
Athletes Non- athletes Work	29 33	3.55 3.39	0.50 0.57	0.09 0.01
Athletes Non- athletes Supervisor	29 33	3.56 3.57	0.38 0.29	0.07 0.13
Athletes Non- athletes colleague	29 33	3.77 3.48	0.43 0.60	0.08 0.1
Athletes Non- athletes promotion	29 33	3.64 2.56	0.29 0.45	0.05 0.07
Athletes Non- athletes payment	29 33	3.05 3.36	0.36 0.44	0.06 0.07

**Table-6**  
**Athletes personnel of Ghazvin and Takestan university**

	Leven test for Equality of variances		t- test for Equality of means				
	f	Sig.	t	df	Sig (2-talied)	Mean difference	Std. Error difference
Assumption of equality of variances work	1.23	0.27	1.18 1.19	60 60	0.24 0.23	0.164 0.164	0.13 0.13
Assumption of equality of variances Supervisor	2.06	0.15	-0.71 -0.73	60 48.39	0.48 0.46	-0.11 -0.11	0.15 0.14
Assumption of equality of variances colleague	7.09	0.01	2.13 2.17	60 57.82	0.03 0.03	0.29 0.29	0.13 0.13
Assumption of equality of variances Promotion	6.67	0.01	0.76 0.78	60 55.91	0.44 0.43	0.07 0.07	0.09 0.09
Assumption of equality of variances payment	3.2	0.07	-3.01 -3.04	60 59.82	0.004 0.003	-0.31 -0.31	0.01 0.01

Paying attention to the results of table 7, it was found that non-athletes personnel of Takestan and Ghazvin University in all items of job satisfaction have high mean.

Paying attention to the results of table 8, non-athletes personnel of Ghazvin and Takestan universities in all items relating to job satisfaction on have meaningful difference.

**Table-7**  
**Frequency distribution and mean relating to non- athletes personnel of Takestan and Ghazvin**

Activity	No	Mean	Standard deviation	Error of standard mean
Athletes Non- athletes Work	21 17	3.17 3.45	0.27 0.52	0.06 0.1
Athletes Non- athletes Supervisor	21 17	3.3 3.65	0.29 0.4	0.07 0.09
Athletes Non- athletes colleague	21 17	3.11 3.47	0.41 0.42	0.09 0.1
Athletes Non- athletes promotion	21 17	2.97 3.654	0.16 0.48	0.03 0.11
Athletes Non- athletes payment	21 17	2.98 3.68	0.29 0.5	0.06 0.12

**Table-8**  
**Results of t test relating to non-sportsman personnel of Takestan and Ghazvin**

	Levens test for Equality of variances		t- test for Equality of means				
	f	Sig.	t	df	Sig(2-tailed)	Mean difference	Std. Error difference
	Assumption of equality of variances work	28.44	0.000	2.11 -1.98	36 23.4	0.04 0.05	-0.28 -0.28
Assumption of equality of variances Supervisor	2.48	0.12	-3.7 -3.6	36 28.34	0.001 0.001	-0.43 -0.43	0.11 0.11
Assumption of equality of variances colleague	0.18	0.67	-2.5 -2.5	36 34.30	0.01 0.01	-0.35 -0.35	0.13 0.13
Assumption of equality of variances Promotion	23.29	0.000	-6.04 -5.54	36 19.12	0.000 0.000	-6.8 -6.8	0.11 0.02
Assumption of equality of variances payment	10.35	0.003	-5.38 -5.09	36 24.42	0.000 0.000	-0.7 -0.7	0.13 -0.13

### Conclusion

Basically in organizations and so in sporting organs or instructional centers such as universities that are one of the main important and valuable branches in sporting- cultural dehiscence of the country, job satisfaction of university personnel has a special importance and it is dependent to many factors that they can lead to high exploitation and educating healthy generation in the society<sup>19,20</sup>. Increasing job satisfaction not only has much importance by itself but also because of affecting on other aspects of job attitude it has the value of investment.

In fact by increasing job satisfaction we can improve other aspects of job attitude such as organizational commitment, job attachment and organizational atmosphere<sup>21,22</sup>.

This point is seen well in models that have been proposed by specialists and the research situation of job satisfaction of sportsman personnel was above the average level. Paying attention to the importance of this important job factor, responsible should try to increase it more and more. Among different dimensions of job satisfaction, colleague and

promotion dimension have had the highest score and payment dimension has had the lowest score among personnel of Takestan University, supervisor dimension with the mean of 3.67 and payment dimension with the mean of 3.36 have had the lowest score. Paying attention to the importance of payment factor and situation of situation of satisfaction of personnel from it responsible should pay more attention to it.

Researches that have been done less have surveyed dimensions and aspects of job satisfaction. Meanwhile results of some researches show that payment dimension has the lowest satisfaction score of satisfaction results of this research in this field is homo lateral with researches of Foroughi and Hosseinpour<sup>23</sup>. Results of different researches show that when people take part in physical activities, they'll improve their job satisfaction. In the present research there was a meaningful difference between satisfaction of sportsman and non-athletes personnel that was homo lateral with the researches of Farokhi, Ghorbanian, Tahmasbi, Yousofian and Bahrololoum, but wasn't homo lateral with researches of Shojaei for and Talebpoor may be one of the reasons of hot being homo lateral is related to the society that is being studied members of scientific board have

been studied but in this research, personnel of Takestan university have been studied<sup>8,16,18,24</sup>.

In Ghazvin university there wasn't any meaningful difference about job satisfaction, between sportsman and non-athletes personnel, except for payment dimension that isn't homo lateral with the researches. May be factors such as organizational atmosphere, organizational structure and geographic situation are the reasons of these differences on the other hand by comparing Takestan and Ghazvin university among athletes personnel of both universities there wasn't any meaningful difference, except for payment dimension. The important point was meaningful difference of non-sportsman personnel of both universities that it could be seen in all dimensions of job satisfaction.

Non-athletes personnel of Ghazvin University had noticeable job satisfaction that could be because of personality, cultural factors and other points and factors.

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