

عنوان مقاله:

An Investigation of Social Factors Affecting on Personnel Job Satisfaction of Remedial Service Insurance Department

محل انتشار:

مجله ایرانی مطالعات مدیریت, دوره 5, شماره 1 (سال: 1391)

تعداد صفحات اصل مقاله: 14

نویسنده:

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خلاصه مقاله:

Because of the paramount importance of job satisfaction and due to its main consequences such as reduction of work absence and resignation, personnel promotion and society's health, and more importantly, its role in achievement of organization goals, this study aimed at investigating the effects of six social factors including personnel's belief, salary and benefits, participation in organizational decision-making, sense of job security, interaction with colleagues and meeting the basic needs of personnel on job satisfaction. The statistical population of this study was the personnel of Remedial Service Insurance Department in Sari and the questionnaire was distributed among them. The results showed that there is a significant and positive correlation among all these factors and they have meaningful effects on personnel job satisfaction based on multiple regression analysis. Furthermore, findings revealed that personnel's belief about their job has the most effects on job satisfaction.

کلمات کلیدی:

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