

عنوان مقاله:

Examining the relationship between job characteristics and job satisfaction: a case of Maskan bank in Iran

محل انتشار:

دومین کنفرانس بین المللی پژوهش در علوم رفتاری و اجتماعی (سال: 1394)

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نویسنده:

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خلاصه مقاله:

This study aimed to investigate the relationship between job characteristics and job satisfaction among the staff of Bank Maskan. This is an applied research in terms of objective, non-experimental research in terms of data collection, and correlational descriptive in terms of research methodology, in which data were collected through questionnaires. The study statistical population included 908 employees of Bank Maskan headquarters that the sample size was estimated 270 people based on Cochran formula. The results showed that employees were satisfied from their job characteristics as enriched jobs and had also good job satisfaction. Also, job characteristics were significantly and directly related to employees' job satisfaction. Based on the results of Levene's test, t-test, analysis of variance and Fisher's analysis, employees' attitude toward their job characteristics and job satisfaction was the same based on demographic characteristics, in other words, these moderator variables had no effect on the perception of employees, except job satisfaction which was higher in masters employees than employees with diploma or middle school degrees. Multivariate linear regression was used to assess the effects of job characteristics on job satisfaction

کلمات کلیدی:

Job Satisfaction, Job Enrichment, Job Characteristics, Affairs Management, Bank Maskan

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