



Relationship between morality of principals and staffs with their job satisfaction in Physical Education University

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Abstract

The purpose of this research is to investigate the relationship between managers and employees with job satisfaction moralism physical education university's on Mazandaran province. Consistent with the assumptions of the study was to investigate the correlation of the target application. The study population included 260 managers and staff in university's physical education university's on Mazandaran province & on the Morgan table 155 subjects randomly assigned to the selected sample of the target population. Research tool, the job satisfaction questionnaire with regard to the JDI has been prepared and is composed of 27 questions. Data were collected using both descriptive and inferential SPSS₂₃ software and using Pearson correlation and regression analyzes of KS is located. The results indicated that there is a meaningful relationship between morality of managers and staffs and their job satisfaction of physical education university's and the morality can be considered as job satisfaction predictor.

Keywords: morality, job satisfaction, Physical Education, University

Introduction

More complexity of organizations and increasing unethical, illegal and irresponsible activities in work places make the managers and experts to focus on work ethic and ethical behavior ^[1]. Ethics are good or bad attitude according to value, ideological and moral obligations of individual and society ^[2] and ethic management includes defining and prioritizing the values to direct the behaviors in organizations ^[3]. Through using ethical principles, the managers are able to decide which is correct or incorrect ^[4].

Ethic has significant effect on human activities and a proper operation needs personnel' commitment and accountability. Donaldson and Davis (1990) believed that managing ethic values in work places make legitimate the manager's action, promote solidarity and harmony of organizational culture, improve the confidence of relationships between people and groups, increase the quality of products and finally promote organizational benefit ^[5]. However, ethic can play an effective role to increase organizational efficiency and effectiveness ^[6]. In fact, job satisfaction is a variable devoted the largest studies about organizational behavior to itself ^[7]. Job satisfaction is a very important factor in job successfulness that causes efficiency promotion and also creates the individual satisfaction.

Job satisfaction is an effective factor in job successfulness that increases the efficiency and creates personal satisfaction ^[8]. Job satisfaction as people's general motion against their job, has a direct effect on personal, social and organizational life and plays a decisive role in mental and physical health, on contrary job dissatisfaction reduces the working mood, efficiency and address mental and physical health risk ^[9]. Also, various factors, such as workers' transmission, workers'

absence and job burnout, are considered as results of job dissatisfaction. Ethical management is a kind of manager who, in time of decision making, is trying to reflect the community spirituals, in term of commitments and his responsibilities about organization, people and other groups ^[10]. Regarding to above points, to evaluate the existence of any relationship between two variables of mortality of managers and staffs and their job satisfaction, the hypothetical model of research was firstly created; according to this model, morality variable was considered as observing or lack of observing of good things and the five dimensions included salary, occupation, advancement chances and promotion, supervising and colleagues were selected as job satisfaction variable.

Materials and Methods

Research method was descriptive (correlation) in term of information gathering and was applied in term of purpose. Research statistical population included all managers and staffs of in Physical Education University's and estimated as 155 individuals. Sample volume is selected among statistical population based on Morgan table (N=260), simple stratified, randomly sampling. Data gathering tool were two research-made questionnaires 1. Morality questionnaire contained 17 items and its validity was investigated in term of apparent, content and structure through theoretical principles and experts' opinions and the reliability obtained by an experiment performed on 30 samples and evaluating Cronbach's Alpha Coefficient, the questionnaire total reliability was 0.83. 2. Research-made job satisfaction questionnaire included 27 questions; its validity and reliability were evaluated by IDI through regarding method model and the questionnaire total reliability was 0.80. Gathered data were analyzed in

inferential statistic using Pearson correlation and regression tests.

Results

Correlation coefficient between managers and staff’s moral viewpoint and their satisfaction about salary is 0.402, type of occupation is 0.44, promotion chances obtained 0.501, type of

supervision is 0.41, and colleagues is 0.427 (Table 1). According to measured meaningful level which is lower than 0.05, it can be concluded that there is a meaningful relationship between moral viewpoint of managers and staffs of in physical education university’s with their satisfaction about all above components.

Table 1: Correlation between managers and staffs' type of moral viewpoint and their salary

	Scales	Salary	Occupation	Promotion chance	supervision	colleagues
Morality& Salary Satisfaction	Pearson coefficient	0.402**	0.441**	0.501**	0.413**	0.427**
	Meaningful level	0.001	0.001	0.001	0.001	0.001

Table 2: Summary of regression model between the component of ethics & job satisfaction

Model	R	Coefficient of determination	Modified Coefficient	Estimated standard error
1	0.673 ^a	0.453	0.450	0.3459

a. Predictors: (Constant), Moralism

According to regression results, corrected determination coefficient is 0.453. This indicated that 45.3 percent changes of job satisfaction of managers and staffs are clarified by morality factor (table 2).

Table 3: Significance test of regression and linear relationship between morality factors and job satisfaction

Model	Total squares	Freedom degree	Mean square	R	Corrected coefficient	F	Significance level
Regression	14.88	1	14.885	0.673 ^a	0.045	124.42	0.001 ^a
Remainder	17.94	150	0.120				
Total	32.82	151					

A: Predictors: (fixed value), morality; b: Independent variable: job satisfaction

Also, calculated F value, 124.42 with free degree of 151 in bigger than critical value of F (3.84) therefore we are 95%

sure that there is a meaningful relationship between research elements (morality and job satisfaction) (Table 4).

Table 4: The results of multi-variable Regression

Model	Beta non-Standardized coefficient	Standard Fault	Beta Standardized coefficient	T	Significance level
Fixed Value	4.212	0.414		10.164	0.001
Morality	0.416	0.037	0.673	11.154	0.001

Regarding to Beta coefficient, it is clear that morality factor with coefficient value of 673 has an important proportion in managers and staffs job satisfaction changes; a unit change in this variable causes 0.673 unit changes in amount of managers and staffs job satisfaction (table 3).

Discussion

The results related to research first question indicated that there is a meaningful relationship between morality of principals and staffs with their satisfaction. Whenever principals and staffs adhere to observe morality, their satisfaction and willingness about received salary will increase. Locke (1976) [11] studies indicated that salary and wage are causal factors in organizations personnel's job satisfaction particularly when the payment was fair and equitable [11]. Performed studies showed that those who have lower income and usually the younger employees, show less tendency about their own job satisfaction and to keep their occupation so that Bakotić (2016) [12] in his researches concluded that job satisfaction will happen when the employee reach the satisfaction about received salary and allowances [12].

Valuable evidences show that higher variation of job content causes higher satisfaction of involved people [13]. Also type of

occupation [14] and lack of transparency and clearness of role have positive relationship with satisfaction, dissatisfaction and job tension [15]. The results of above data and the results of researches performed by Sager and Johnston (1989) [16], Stumpf and Hartman (1984) [17], Lauver and Kristof-Brown (2001) indicated that there is a correlation and meaningful relationship between job satisfaction and intent to stay on work [16, 17, 18].

Principals and supervisors’ attitudes are important factors to promote an ethical workplace. A flexible working schedule by managers and supervisors as an important factor causes employees' job satisfaction [19]. The results of performed researches indicated that respectful behavior of supervisor has a positive correlation with job satisfaction [13]. Job satisfaction of employees whose manager behaves fairly in workplace is higher than those whose managers do not take care to this factor. Justice importance in workplace causes the individual's rights to be preserved, prevent infringe and violate against individual's rights, individuals reach mental and spiritual tranquility and eradicates personal and social damages; therefore, increasing job satisfaction of personnel [19] and their viewpoint about their job [20] could be expected.

Ethic values increase cooperation mood in group work, honesty and transparency in workplace and job satisfaction

[21]. The results of above data follow the results of researched performed by Tseng (2010) [22] concluded that there is a meaningful relationship between interpersonal communication and job satisfaction of elementary school teachers [22] and the results of Ebrahiminezhad and Taghavi (2015) [23] researches showed that there is a significant relationship between business ethics and customer satisfaction in which the greatest impact of business ethics components on customer satisfaction were respectively [23].

Iranzade and Asadi (2009) [24] expressed that both variables of civil behavior and organizational justice are able to predict job satisfaction [24].

Conclusion

Regarding to above facts, general results of research about each research questions are as following: There is a meaningful relationship between managers and staffs morality and their satisfaction in term of salary, type of occupation, promotion and development chances, supervisory and colleagues. This correlation is meaningful at 0.01 levels and about 67 percent of job satisfaction is related to managers' morality.

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