Original Article

Examining Different Parameters Affecting Job Satisfaction in Education Teachers

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A B S T R A C T

The present study has investigated various parameters affecting job satisfaction in education teachers. In this regard, teachers' job satisfaction is related to the characteristics of management style. On the other hand, there are evidences that show that one variable is not able to explain the phenomenon of job satisfaction. Apparently, although environmental variables such as job level, job content, and type of supervision have been able to explain a considerable amount of the dispersion of job satisfaction, they have not been able to clarify everything. The first official definition of the term "Empowerment" dates back to 1788, in which empowerment was proposed as delegation of authority in an organizational role, and this authority should be granted to an individual or seen in his organizational role. Empowerment means a person's desire to accept responsibility, a word that was officially interpreted as accountability for the first time. The English word "Empower" means "to become powerful, to authorize, to empower and to become able" in the compact dictionary of Oxford. This term includes the power and freedom to act for one's administration, and in the organizational sense, it means a change in culture and courage in creating and directing an organizational environment.

Introduction

Today, public education is recognized as one of the pillars of sustainable development. Every country in the world allocates a large part of its national income for its expansion, improvement, and efficiency. In fact, education is the basic pillar of human society and one of its main goals is the education of children and teenagers by teachers and administrators. Most of the experts and thinkers of educational issues are of the opinion that teachers are the biggest and most important effective factor in the process of education. Therefore, it is not without reason, if it is said, the foundation and basis of a successful educational system are teachers [1,2]. The initial step towards a successful teaching staff is to understand the factors and public health that affect the quality of teachers' activities. One of the factors is teachers' job satisfaction. Because there is a direct relationship between people's job satisfaction and their performance, and those

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who are satisfied do their work better. Therefore, it is necessary for education to pay more attention to the issue of job satisfaction and general health of teachers. Through the verbal and non-verbal messages that he receives from the environment, a person can form his mental and emotional system and behaviors. After a child enters kindergarten or first grade from a broken family, the school becomes his second home for many years and forms the center of the world outside his family. Since the character of teachers is a role model for students, it is important. Therefore, education considers their general health in the selection of teachers. General health includes physical, mental, moral, aggressive, and psychological health.

Physical health includes maintaining balance in nutrition and diet, exercising regularly, sleeping well, getting enough rest, and paying attention to physical warning signs [3].

Physical health brings the ability to use knowledge, motivation, commitment, and self-management behavior, which ultimately leads to balance and fitness in a person [4].

The importance of teachers' job satisfaction

Managers should pay attention to the job satisfaction of people and members of the organization for at least three reasons:

There is a lot of evidence that dissatisfied people leave the organization and resign more often, but satisfied people are less absent from work and do their work regularly and accurately.

It has been proven that satisfied employees enjoy better health and live longer. Unhappy people are prone to all kinds of diseases from headaches to heart diseases. Job satisfaction from work is a phenomenon that goes beyond the boundaries of the organization and the company, and its effects can be seen in the individual's private life and outside the organization. Satisfied employee brings happiness from the organization to home and society. Therefore, this phenomenon can be defended by considering the social responsibilities and the amount of money that will be given to the society in the shadow of job satisfaction [5].

Factors affecting teachers' job satisfaction

Basically, there are many factors that are effective in job satisfaction and they cannot be limited to one or more factors. Humans deal with people, materials, and equipment in their daily work, each of which contributes significantly to satisfaction or dissatisfaction. In the studies and reviews, it is seen that factors such as salaries and benefits, welfare facilities, cooperation, and friendship between employees, the relationship between bosses and subordinates, trust in the board of directors, meeting job requirements, competence and competence of managers, efficiency Administrative affairs, adequate and correct communication, social base and recognition of work value, stability of work, work relations, matching the specific goals of employees with the goals of the organization, working conditions and environment, opportunities for growth and promotion, policy and how to manage the affairs of the organization, order and Discipline at work, communication with colleagues, securing a job, achieving success and being appreciated for doing work are effective in the morale and job satisfaction of employees.

Consequences of job satisfaction

Job satisfaction increases a person's productivity. The person commits to the organization, the physical and mental health of the person is guaranteed, the morale of the person increases, he is satisfied with life and he learns new job skills quickly. Research shows that when the members of the organization are satisfied with their work, the rate of absenteeism or tardiness and even leaving the service decreases [6]. It seems that the severe academic decline of middle school students in the country can be considered as one of the consequences related to the lack of job satisfaction of the teachers of this course. According to experts, satisfaction is one of the

important factors of adaptation and is effective in improving efficiency and performance [7]. There is other objective evidence that job satisfaction affects the physical health and longevity of employees. Lack of job satisfaction can cause physical symptoms such as fatigue, shortness of breath, headache, lack of appetite, indigestion, and nausea. More seriously, this dissatisfaction can lead to diseases such as gastrointestinal ulcers, joint swelling, blood pressure, alcohol and drug use, strokes and heart attacks. Moreover, job dissatisfaction leads to things like anxiety, depression, tension, damaged personal relationships, anger over trivial matters, annoying sensitivities, forgetfulness, inability to make decisions, and lack of concentration [8].

Strategies to increase teachers' job satisfaction

Material and economic needs are more important and priority for teachers, especially male teachers. For this reason, it is necessary to take necessary measures to meet the essential needs of teachers. The failure resulting from not satisfying the basic needs may cause irrational behaviors caused by the inability to survive, such as aggression, and lead to destructive behaviors such as hostility and violence, or bring about a state of submission and stabilization. Therefore, in order to create interest in work, it is necessary for educational authorities to take steps to increase the welfare facilities of teachers. In this context, some practical solutions are as follows:

Eliminating the discrimination of teachers' salaries compared to other jobs and government employees [9].

Allocation of loans to establish non-profit, scientific and strengthening schools with the participation of teachers.

Providing the field of education for teachers in the fields needed by the society.

Paying more salaries and bonuses to solve material bottlenecks.

Ensuring the safety and security of teachers.

Providing housing for teachers by allocating long-term loans or helping them with mortgage or housing rent.

Allocation of cash and sexual aid twice a year to meet living expenses.

Providing more welfare facilities in the field of treatment, considering special help in treatment and medicine, surgery, especially in emergency cases such as surgery and treatment.

Dedicating a day to remember and thank retirees to honor the teacher and the teaching profession.

Respect and dignity of teachers [10].

Research findings show that the standard of values in society has changed. This means that science, low respect, and other criteria have replaced the values of respect, dignity and personality of teachers. Disregarding the dignity of the teaching profession will lead to reactions such as humiliation, weakness, helplessness, discouragement, despair and hopelessness, and compensatory behavior follows. The reflection of this spirit of education will be a helpless and hopeless generation. Therefore, it is necessary to pay attention to the dignity and status of teachers, and one of the effective steps in this way is to appoint competent, responsible managers.

Commitment and expertise are at the top of things. In this regard, some practical strategies can be the following measures:

Respect and respect for teachers and educators based on their merit, competence and adequacy.

Satisfying the desire for success, adequacy, and competence of teachers in the work environment by facing the work environment and safeguarding their independence and freedom.

Change in the selection and selection of teachers, selection of worthy, talented, and capable people in the teaching and management staff.

Respecting the teacher and creating a culture of respect and honoring the teacher.

Commemorating the status of a teacher and his efforts in society not in one day, but every day and every time.

Valuing qualifications, creativity in the work environment with the material and spiritual support of teachers [11].

Empowerment from a motivational perspective

According to the experts of this approach, empowerment is rooted in the motivational tendencies of people. Any strategy that leads to increasing the right to determine work activities and self-sufficiency of employees will result in their empowerment [12] In contrast, any strategy that leads to the weakening of the above two motivations, strengthens the feeling of powerlessness in them and leads to a lack of empowerment. Kanger and Kanango, who are supporters of this view, believe that empowering employees by strengthening their competence through identifying the conditions that lead to a feeling of powerlessness in them and helping to resolve them with the help of formal measures and using informal techniques by preparing and the provision of information that helps their adequacy in the organization is done. In psychology, empowerment is examined from a motivational point of view [13]. The motivational perspective is based on McClelland's motivational theory, which categorizes the basic needs of managers into three categories: need for power, need for success, and need for belonging. In this view, McClelland considers the need of the inner state of people to influence and gain power and control over other people, which motivates them and leads to the realization of organizational goals, as the most basic need in empowering employees [14].

Empowerment from a super-motivational point of view

Some thinkers have presented a more theoretical perspective to define empowerment. From their point of view, empowerment is a process to create internal work motivation through preparing the environment and creating a transmission channel for one's feelings, more effectiveness and higher strength and power. In the article "cognitive elements of empowerment" in their interpretative model for intrinsic motivation, Thomas and Wolthaus define the task of empowerment as follows. Empowerment is empowering a person, delegating authority and creating capacity. Empowerment is a title for

the new paradigm of motivation. Empowerment in this view is the process of culture development, and this development includes participation in information in the form of clear goals in decision-making frameworks, improving people's competence through training and experience, providing resources for effective work and providing manager support for employees. in its varieties. Therefore, it is in this case that people are empowered by experience and learning, and empowerment appears as a continuous improvement and becomes a part of the organization's culture [15].

The roots of employee empowerment

Although the concept of empowerment has been introduced in the literature of management and organizational psychology since the late 1980s and early 1990s, historical studies show that empowerment has roots in the past. Wetan and Kameron state in 1998, this concept of empowering employees in the fields of psychology, sociology, and religious sciences has roots that go back to the past decades and even recent centuries [16]. Management experts and researchers consider organizational structure as one of the factors related to employee empowerment. Bureaucratic structures and authoritarian styles of management encourage employee dependence, denial of their opinions, skills of not doing work, lack of meaningfulness of organizational goals, and incapacity in employees [6]. One of the characteristics of bureaucratic and autocratic organizational structures is that mobility and communication between units is at a minimum, and in fact feedback and communication is from top to bottom. Furthermore, managers specify how the work should be done and each person is clearly responsible only for his own job. Until recently, most of the organizations were acting almost based on the same principles.

Scott and Jaffe (1991) called the form of new organizations circular or network. Because they can be seen as a set of coordinated groups that are connected by the center. One of the characteristics of this structure is that people

share responsibilities, skills, authority and control, and the key skill for an employee or manager is the ability to work with others, and control and coordination are done through multiple decisions and continuous communication, and people are expected they go to manage themselves and feel responsible for the whole organization. Likewise, the main job of a manager is to give strength, communicate and delegate power to team members [17].

Blanchard *et al.* (1999) describe the difference between an empowering culture and a hierarchical culture as follows: In a hierarchical culture, people are willing to do what they are told, avoid mistakes, and avoid responsibility. The boss takes care of everything, when something goes wrong, they blame others and compete with their colleagues in the organization, but in an empowering culture, people are willing to do the necessary work, accept the risk, and they take advice from their mistakes, look for responsibility, recognize things that are not covered by regulations, and cooperate with others within the framework of the organization [18].

The initial step towards a successful teaching staff is to understand the factors that affect the quality of teachers' work. One of these factors is teachers' job satisfaction, because there is a direct relationship between people's job satisfaction and their performance, and those who are satisfied do their work better. Therefore, it is necessary for education to pay more attention to the issue of teachers' job satisfaction. On the other hand, if the desired job does not give the desired satisfaction and pleasure to the person, in this case the person starts to condemn the job and tries to change it. Hapak, professor of education at New York University, considers job satisfaction as a complex and multidimensional concept and relates this concept to psychological, physical and social factors and emphasizes that only one factor does not cause job satisfaction, but a combination of various factors. That the working person feels satisfied with his job at a certain moment and enjoys it. Another group of researchers name various factors such as the amount of income, social value of the job, conditions of the work environment, and its products as the factors of job satisfaction.

Conclusion

Students who have an academic advisor by their side from elementary school will experience significant academic progress and will experience more appropriate interactions with family, teachers, and classmates. Undoubtedly, in today's advanced world, one of the signs of a person's success is academic progress, without which the development and progress of any country will not be possible. The progress of any country is directly related to the progress of science, knowledge, and technology of that country and scientific progress cannot be achieved unless creative people are trained. Educational progress, while being effective in the development and prosperity of the country, leads to finding jobs at high levels and the position is suitable and as a result the income becomes sufficient. Students who have academic positions, families and society look at them with respect. They will be present in the society with more spirit and vitality, and besides these, the exorbitant costs imposed on education and training due to academic failure will be reduced. Achieving productivity and improving the quality of the educational system can be considered the most effective factor in the development of countries. The experiences of advanced countries such as Japan in the field of comprehensive development also indicate investment in educational and human resources. Most experts and thinkers of educational issues are of the opinion that teachers are the biggest and most important effective factor in the educational process. Therefore, it is not unreasonable, if it is mentioned that the foundation and basis of a successful education system are formed by teachers.

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