

# The Relationship between Fields of Study with Job Satisfaction of Primary School Teachers

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**ABSTRACT:** This study examines the relationship between fields of study with job satisfaction of teachers in elementary school. The research method was a descriptive survey. Statistical Society consisted of all elementary school teachers of Miandoab city with at least 5 years of service which included 1500 people. Statistical sample was conducted by using Morgan table with 250 people and were selected randomly. Data Collection tools, was job satisfaction questionnaire of Smith, Kendall and Hulin (2010), that the validity of the questionnaire was confirmed by Supervisor and its reliability with Cronbach's alpha coefficient was calculated by 0.845 respectively. To test the hypotheses, was used from the Pearson correlation coefficient and multivariate linear regression analysis and by using spss19 software. The results showed that elementary education field of study, associate and bachelor educational degree, had direct and significant relationship with job satisfaction but there is a significant and inverse relationship among elementary non-instructional field of study and a master's educational degree with job satisfaction. The regression results also showed that 56 percent (56%) of primary teachers' job satisfaction field of study, be explained.

**Keywords:** Field of Study, Job Satisfaction, Educational Degree.

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## INTRODUCTION

Expertise and performance of teachers, has a direct relationship with talent and interest, and consequently his field of study. Field of study Compatible with taught courses by the teacher provides her/his grounds successful teaching (Babacan, 2013). Students learn lesson better, with appropriate teaching. As a result, they feel satisfied from his teacher. This work has a considerable impact on promotions and increase of teacher salaries. When the teacher workplace becomes satisfactory, they attend energetic and study at work. In general, the benefits of being fitness field of study with taught courses by the teacher are as follows (Zarei, 2012). Money, security, working favorable conditions, opportunity for advancement, personal relationships, coordinating with person talent, coordinated with zesty, skills, and satisfaction of beneficiaries persons (students) self-esteem, job satisfaction coordination with talents of persons, consistent with the desire, skills, satisfaction of beneficiaries persons (students), confidence, job satisfaction. With the importance of authenticity of elementary field of study teachers with the lessons that they teach, and its role in successful teaching and increasing the quality of teaching and facilitating the learning-teaching process, the researcher was encouraged to study the relationship between field of study and job satisfaction elementary teachers of Miandoab city. Bagheri (2013) in a research, be examined the Job satisfaction specialized Librarians of Libraries and academic of Karaj city. The results of his study showed that

overall, librarians satisfaction value with from the financial facilities, welfare, health, education and job security were located at a lower level than the average.

Kohan (2010), be examined the job satisfaction value in the Department of Technical Services, Public and Research Service of National Library of Iran Islamic Republic, that have highly educated. The results of his study showed that librarian's satisfaction value from the existing human relations, and policies and management policy is more than average. Toga et al (2004) examined the level of job satisfaction among Greece's hospitals. Their research findings showed that this hospital staff have had the most satisfaction from the nature of work, supervision and working conditions and the lowest satisfaction with pay and upgrade conditions. The main research question is that: What are the components of job satisfaction among teachers in primary schools?

**MATERIALS AND METHODS**

This study, in terms of research methodology, is descriptive – survey and in terms of the goal is practical. The research statistical population is formed all education & Training Miandoab city primary school teachers. The order of teachers, are all individuals who are working as post a teacher and at least one year service experience which included 1500 people. Statistical sample using Morgan table by random sampling, 250 were considered. In the present study, to gather personal information characteristics and research questions was used from Job satisfaction standard questionnaire of Smith, Kendall and Hulin (2010) with range five-item Likert. According to the standard questionnaire in this regard, the questionnaire was developed based on the changes based on the research variables in the above questionnaire. And to determine the validity, it placed in the possession of a number of professors and experts in educational management and verified. To assess the internal consistency of the questionnaire, Cronbach's alpha was estimated at 0.845. For data analysis, Pearson correlation coefficient and regression using 21 SPSS software was used.

**Data analysis**

**First hypothesis:** There is a relationship between teachers with their field of study in Elementary Education and job satisfaction in primary school of Miyandoab city.

**Table 1.** Pearson correlation coefficient between teachers primary education field of study and job satisfaction.

Variable	N	Pearson correlation coefficient	Sig.
Elementary teachers training courses and job satisfaction	132	0.542	0.001

\*Indicated the meaningful relationship

According to data in Table 1, in review relationship the field of study of teacher's primary education with their job satisfaction in Elementary Schools of Miyandoab city was used from Pearson correlation coefficient. That the correlation coefficient value was calculated to 0.542. The probability value regarding to evaluate its significance, is equal to 0.001 which is smaller than 0.05. Therefore, 0.95 reliability, statistical null hypothesis, based on lack of significant relationship, be rejected. And considering the positive and significant Pearson correlation coefficient can be said that there is a direct and significant relationship between the two variables. That's mean with appropriateness of field of study of primary school teachers, their job satisfaction also will be increased (improved), and vice versa. Therefore, the first hypothesis of research is confirmed.

**The second hypothesis:** There is a relationship between teachers with non-teaching elementary field of study and job satisfaction in primary school in Miandoab city.

**Table 2.** Pearson correlation coefficient between the field of study of non-primary education teachers and job satisfaction.

Variable	N	Pearson correlation coefficient	Sig.
Teachers non-primary education Study Course and job satisfaction	132	-0.443	0.001

\*Indicated the meaningful relationship

According to the data in Table 2, in Review of the relationship between the their non- education fields of primary teachers with their job satisfaction in primary school of Miandoab city, was used from Pearson correlation coefficient that the correlation coefficient value was calculated to  $-0.443$ . The probability value regarding to evaluate its significance, is equal to  $0.001$  which is smaller than  $0.05$ . So with confidence  $0.95$ , is rejected the statistical null hypothesis based on the lack of significant relationship. And according to Minus or negative sign, it can be said that there is an inverse and significant correlation coefficient, between two variables, that's mean with mismatch the field of study primary school teachers, also decreased their job satisfaction and vice versa. Therefore, the second hypothesis is confirmed.

**The third hypothesis:** There is a relationship among teachers with associate's degree and their job satisfaction in elementary schools of Miandoab city.

**Table 3.** Pearson correlation coefficient between the degree of associate teachers and job satisfaction.

Variable	N	Pearson correlation coefficient	Sig.
Teacher associate's degree and job satisfaction	132	0.465	0.01

\*Indicated the meaningful relationship

According to the data in Table 3, in Review of the relationship between the teachers associate degree with their job satisfaction in primary school of Miyandoab city, was used from Pearson correlation coefficient. The correlation coefficient value was calculated to  $0.465$ . The probability value regarding to evaluate its significance is  $0.01$  that is smaller than  $0.05$ . Therefore, to ensure  $0.95$  statistical null hypothesis be rejected based on the lack of significant relationship. And given the positive sign and significant correlation coefficient, we can say that there is a significant and direct correlation between two variables. That mean with having an associate's degree, primary school teachers, has also increased their job satisfaction and vice versa. Therefore, the third hypothesis is confirmed.

**The fourth hypothesis:** There is a relationship between teachers with a bachelor's degree and job satisfaction in primary school of Miyandoab city.

**Table 4.** Pearson correlation coefficient between the teachers with a bachelor's degree and job satisfaction in primary.

Variable	N	Pearson correlation coefficient	Sig.
Bachelor education degree of teachers	132	0.465	0.01

\*Indicated the meaningful relationship

According to Table 4, in review the relationship between teachers bachelor degree of education with their job satisfaction in primary school of Miyandoab city, from Pearson correlation coefficient was used. That the correlation coefficient value was calculated to  $0.465$ . The probability value regarding investigate its significance is equal to  $0.01$ , which is smaller than  $0.05$ . Thus ensuring  $0.95$ , be rejected the statistical null hypothesis based on the lack of significant relationship. And according to a plus sign and Pearson correlation coefficient significant can be said, there is a significant correlation between two variables. That's mean with having bachelor education degree of primary school teachers, has also increased their job satisfaction, and vice versa. Therefore, the fourth research hypothesis is confirmed.

**The Fifth hypothesis:** There is a relationship between teachers with a master's degree with job satisfaction in primary school.

**Table 5.** Pearson correlation coefficient between the field of study of primary non- education teachers and job satisfaction.

Variable	N	Pearson correlation coefficient	Sig.
Teachers master education degree	132	$-0.621^*$	0.02

\*Indicated the meaningful relationship

According to Table- 5 in review the relationship between teachers bachelor degree of education with their job satisfaction in primary school of Miyandoab city, from Pearson correlation coefficient was used. That the correlation coefficient value was calculated to -0.621. The probability value regarding investigate its significance is equal to 0.02, which is smaller than 0.05. Thus ensuring 0.95, be rejected the statistical null hypothesis based on the lack of significant relationship. And according to a plus sign and Pearson correlation coefficient significant can be said, there is a significant correlation between two variables. That's mean with having bachelor education degree of primary school teachers, has also increased their job satisfaction, and vice versa. Therefore, the fourth research hypothesis is confirmed.

**The Sixth hypothesis:** To search more and better the relationship between elementary teacher field of study and job satisfaction, try to be found, the model to regression the job satisfaction with the field of study teachers.

**H<sub>0</sub>:** Field of study elementary teacher has not a significant linear effect on their job satisfaction.

**H<sub>1</sub>:** Field of study elementary teacher has not a significant linear effect on their job satisfaction.

With the help of statistical analysis table presented in the following, with regards to the above hypothesis testing can be made decisions.

**Table 6.** Analysis of variance of linearity between the teacher course of study and job satisfaction.

Source of variation	SS	df	MS	The test statistic	P-value
Regression	18.393	5	3.065	3.059	0.007
Error	153.301	245	1.002		
Total	171.694	250			

According to Table 6 it can be seen that, the obtained probability value is equal to 0.02, which the test significance level that to be considered 0.05T is smaller. Thus be rejected the null hypothesis. And according to Safety factor 95 percent can be said, there is a significant correlation between teachers degree of education with their job satisfaction.

After ensuring from exiting the linear relationship between variables, now we review the same time effect impact of independent variables by the help of multiple regressions.

See the Appendix the Tables of multiple regression test results.

**Table 7.** Summarizes the regression model, the teacher's field of education and job satisfaction.

Variable name	β	t	Sig.	Results
Nature of work	0.296	3.59	0.000	Acceptable
Supervisor	-0.204	3.07	0.000	Acceptable
Colleague	0.331	4.62	0.000	Acceptable
job improvement	0.112	3.41	0.000	Acceptable
Extra pay benefits and jobs	-0.259	4.17	0.000	Acceptable
Constant = 4.206			$\hat{\sigma}^2 = 4.03$	
R=0.74	R <sup>2</sup> =0.56		R <sup>2</sup> <sub>adj</sub> =0.32	

The regression linear equation can be written as follows:

$$Y = 4.206 + (0.296X_1) + (-0.204X_2) + (0.331X_4) + (0.112X_3) + (-0.259X_5)$$

Also in Table 7, the regression determination coefficient value (determine), is reported equal to 0.56 And this implies that %56 of job satisfaction can be explained with the help of independent variables of field of study and the degree of study.

## DISCUSSION AND CONCLUSION

There is a relationship with confidence Coefficient %95, between with a field of study of elementary education teachers with their job satisfaction in primary school of Miandoab city. Degree of study and jobs corresponding it, affected the important part of social situations a person's immediate and distant futures. Appropriate social status can provide satisfaction and therefore a person's mental health in one's job. The results of this study with the obtained results of the Ebadi and her colleagues research (2005) in connection with the determination of job satisfaction value and same affecting factors on the general practitioner in Tehran, and Noorbakhsh and his colleagues research (2004), have consistent as named the study of job satisfaction of physical education teachers.

But have not consistent research results of Samizadeh (1998) as examine the relationship between personality type and personal characteristics of Kerman secondary teachers with their job satisfaction. There is relationship with confidence interval % 95 between teachers with non- primary education field of study and with job satisfaction in primary school of Miyandoab city. The results of this study with the obtained results of the Alijani research (2009) in association with internal and external evaluation of job satisfaction among faculty members of Islamic Azad University and Noorbakhsh and his colleagues research (2004) has consistent named as the survey of job satisfaction of physical education teachers in the city of Ahvaz. But has not inconsistent with the vital results (2005) as evaluating job satisfaction university libraries of Shiraz and Shiraz University of Medical Sciences. There is a relationship between teachers with associate's degree with job satisfaction in primary school of Miyandoab city with confidence Coefficient % 95. The results of this study with the obtained results of the research Nazarpour Samsami Poor (2006) as named the relationship between the characteristics of teachers with job satisfaction in three levels at elementary, middle and secondary school in Masjed Soleiman city and research Rezapour KamalAbadi (1999) Is consistent as the relationship between job satisfaction control resource, and competitiveness primary school teachers in Normal and Exceptional of Ilam Province.

But with Samizadeh researches results (1998) have not inconsistent as the title of examine the relationship between personality type and personal characteristics of Kerman secondary teachers with their job satisfaction. There is a relationship between teachers with bachelor degree with job satisfaction in primary school of Miyandoab city with confidence coefficient 95%. The results of this study with the obtained results of the Nazarpour Samsami Poor research (2006), as the relationship between the characteristics of teachers with their job satisfaction is consistent with their job satisfaction at elementary, middle and secondary school in the Masjed Soleiman city. There is a relationship between teachers with associate's degree with job satisfaction in primary school with confidence Coefficient %95. The results of this study with the obtained results of the Berjis researches (2007), has consistent as named of evaluation of teachers job satisfaction level of special and regular schools in Tabriz and Marand city but did not match with Faramarzi research results (2006) as named of evaluation and comparison of job satisfaction of instructional and non-instructional staff of the Yasouj education employee.

### Conflict of Interest

The authors declare no conflict of interest.

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