

## FACTORS AFFECTING JOB SATISFACTION AMONG PERSONNEL OF THE JIHAD-E- KESHAVARZI ORGANIZATION OF ILAM PROVINCE, IRAN

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### Abstract

The main purpose of this study was to investigate factors affecting job satisfaction among personnel of Jihad-e-Keshavarzi Organization of Ilam Province. The nature of this research was applied that done by causal-correlation method. The population for this study comprised all personnel of Jihad-e-Keshavarzi organization in Ilam Province (N=123). Data for this study were collected through structured and pre-tested questionnaire. The questionnaires of the research were sent to the all statistical population of the study, which finally 111 questionnaires were completed and returned. The validity of the questionnaire was determined by the opinions of expert group and its reliability was calculated by using Cronbach's alpha coefficient ( $\alpha=0.89$ ). The data were analyzed using statistical methods such as frequencies, percentage and mean comparison, correlation and regression analysis. The results of the study showed that the majority of the personnel (87.4 percent) belonged to medium level of job satisfaction. Findings of the mean comparison showed that there was significant difference between job satisfaction of personnel of Jihad-e-Keshavarzi Organization based on variables like gender, marital and employment status. Results of correlation analysis showed that the number of children had significant and negative correlation with job satisfaction, and variables of age, work experience, salary and education level correlated significant and positive with job satisfaction of respondents. Also, based on the results of multiple stepwise regression analysis 61.5 percent of the variance of the job satisfaction is explained by three variables of "salary", "education level" and "work experience".

**Keywords:** Job Satisfaction, Career Success, Ilam Province, Iran.

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