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**THE RELATIONSHIP BETWEEN JOB CHARACTERISTICS (SKILL VARIETY,
IMPORTANCE, IDENTITY, AUTONOMY AND FEEDBACK) AND EMPLOYEE
JOB SATISFACTION RELIEF COMMITTEE IN FARS PROVINCE IN 2014**

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ABSTRACT

Job characteristics and job satisfaction, potentially serious effects on organizational performance and can be an important predictor for the effectiveness of the organization. Imam Khomeini Relief Committee is an institution solely to address the needs of underserved populations and helping them to improve design. This study aimed to investigate the relationship between job characteristics (skill variety, importance, identity, autonomy and feedback) and job satisfaction Relief Committee Fars province. This research is descriptive and correlational.

The target population included all workers Imam Khomeini Relief Committee Persian with 1185 employees. Cochran was used to estimate the sample size of 291 patients were suitable for this study, In terms of the probability of return of all questionnaires, 300 questionnaires were distributed among the target population. Next Skill no significant direct impact on job satisfaction.

After a direct and significant impact on job satisfaction is important. Job satisfaction and has no significant direct impact on identity. A direct impact on job satisfaction, positive and meaningful autonomy. A direct impact on job satisfaction and positive feedback is meaningful. The dimensions of job characteristics of independence only to impact significant business and professional feedback on their job satisfaction.

**Keywords: Job characteristics, skill variety, importance, identity, autonomy and
feedback, job satisfaction**

INTRODUCTION

Discussion efficiency through increased motivation and job satisfaction factors, including management issues that is special importance today. According to recent findings, the rate of labor productivity in Iran is 20 to 25 minutes per day Compared to the global minimum (ie 5.5 hours) is a very small number (Hvshmdpvr, 1392: 6). Perhaps in service jobs, particularly jobs that need to have the spirit of perseverance is less.

The importance of this study is significant both theoretical and practical, from a theoretical perspective, this study sought to examine the causal relationship between job characteristics and job satisfaction in the Gulf Relief Committee.

The research in the study of the association between concepts (job characteristics and job satisfaction) was limited, such study of its kind and a rare new addition to being able to research literature related to the above-mentioned variables, especially, motivation job help If the researchers stated, due to the complexity of human behavior variables at the same time can provide clear explanation than the causes of behavior.

Practical aspects, the survey results could impact on motivation and job satisfaction variables to determine the Gulf Relief Foundation and to determine the role of

each of the variables, their relative importance to the Gulf Relief Foundation planners clear.

Research in this field will allow the managers to the loss of valuable resources such as human resources, finance and prevent and the resources needed to provide products or services to be widely available, because the job characteristics and job satisfaction, potentially serious effects on the performance of the organization and can be an important predictor for the effectiveness of the organization.

Imam Khomeini Relief Committee is an institution solely to address the situation needs of underserved populations and helping them to improve design.

Imam Khomeini Relief Committee and their own clients on the organization staff are connected directly to the socially disadvantaged. In general, the field of organizational behavior, understanding of the relationship between the variables, it is possible consequences such as increased job characteristics, employee productivity, reduce administrative costs and the cost of hiring substitutes interviews, promotions and expect, in the end the impact on the improvement of external factors such as customer satisfaction, service quality and customer loyalty will lead to higher quality job performance. Therefore focus on job

characteristics by managers to improve employee job satisfaction appears to be necessary. Therefore, job enrichment to improve job satisfaction and consequently reduce absenteeism and staff movement will have an important role

RESEARCH METHODOLOGY

This research is descriptive and correlational. The target population included all workers Imam Khomeini Relief Committee Persian with 1185 employees. In the present study, due to geographical extent and size of the population centers (1185) four areas, the four clusters were considered.

Cochran was used to estimate the sample size of 291 patients were suitable for this study,

In terms of the probability of return of all questionnaires, 300 questionnaires were distributed among the target population.

Search for variables of the questionnaires were used as follows:

1. Inventory job characteristics Vavldham Hackman (1980);

2. Vkrvm job satisfaction questionnaire (1991), which continue to be paid as any.

1. The job characteristics questionnaire: the questionnaire by Hackman and Oldham (1980) is made of 23 questions. For the design of the whole 5-item Likert questionnaire was used that includes the option of completely "agree, agree, neutral,

disagree completely" is the opposite. The option completely "agreed points 5, according 4, abstentions 3, against 2, and totally" opposed to a score of 1 was given. The Cronbach's alpha coefficient was used to assess reliability. Durrani et al (2008), farmers (2008).

The reliability of the questionnaire to 0/68 and 0/94 respectively reported Cronbach's alpha reliability was very good for this gadget show.

Erfanian Khanzadeh (2010) won 82.0 Cronbach's alpha coefficient for this questionnaire.

The description of the results of these tests will be discussed.

Inventory job satisfaction: To assess job satisfaction Job Description Index (JDI), which consists of 39 questions, was used. By Visuky and krum (1991) has been developed. In this study, Cronbach's alpha was calculated in accordance with the 93/0 show that this questionnaire has good reliability in research as well as KHavary and colleagues (2006) Cronbach's alpha values of this questionnaire was 92/0. Descriptive statistics using frequency tables and indicators such as minimum, maximum, mean and standard deviation to describe the data, will be discussed. To test the hypotheses of the Pearson correlation coefficient was used. To analyze the data, the software was used then and LISREL

FINDINGS

84/2 percent of those surveyed, are male and the rest female. 0/7 of them under 25 years of age. While 99/3 percent of people over 25 years old. Most of them work more than 21 years. However, that work experience of less than 10 years is 20/6 percent. 61/5% of them are licensed. However, only 2/2 percent of their high school diploma. 94/2 percent of those surveyed are married and the unmarried.

The dimensions of job characteristics (skill variety, importance, identity, independence, feedback) direct and significant impact on job satisfaction.

Table 1: direct impact of job characteristics (exogenous variable), job satisfaction (endogenous variable)

| | | |
|---------------|----------------|-------|
| feedback | Impact factor | 0/377 |
| | T | 6/8 |
| | standard error | 0/41 |
| independence | Impact factor | 0/166 |
| | T | 3/06 |
| | standard error | 0/516 |
| importance | Impact factor | 0/08 |
| | T | 1/36 |
| | standard error | 0/576 |
| identity | Impact factor | -0/06 |
| | T | -1/1 |
| | standard error | 0/478 |
| skill variety | Impact factor | 0/05 |
| | T | 0/98 |
| | standard error | 0/564 |

The results of the hypothesis is as follows:

1. After skills, job satisfaction has no significant direct impact. So that the absolute value of T obtained the limit is less than 1/96 ($T=0/98$, $\beta=0/05$). So in this case reject the null hypothesis is accepted.

2. The importance of job satisfaction and no significant direct impact. So that the absolute value of T obtained the limit is less than 1/96 ($T=1/36$, $\beta=0/08$). Therefore, this hypothesis is not accepted.
3. Dimension identity and no significant direct impact on job satisfaction. So that the absolute value of t obtained under the limit is 1/96 ($T=-1/1$, $\beta=-0/06$).
4. Direct effect on job satisfaction, positive and meaningful autonomy ($T=3/06$, $\beta=0/166$) and this means that job satisfaction increases with increasing independence. This result can be generalized to the entire population. This hypothesis is confirmed.
5. Direct impact on job satisfaction and positive feedback is meaningful ($T=0/377$, $\beta=6/8$) and this means that by increasing the feedback, job satisfaction also increased. This result can be generalized to the entire population. This hypothesis is confirmed. The following graph is drawn coefficients.

CONCLUSIONS

What aspects of the job characteristics only of independence and job feedback, direct and significant impact on job satisfaction,

This result is consistent with the results (anbari and colleagues (2013), Rajabi (2012), Ahmad Zadeh et al. (2012), Mahmoud zade. (2008), Riba and colleagues (2010), Timothy (2007), Davar and colleagues (2007) , Khalesy (2006), Taylor et al. (2006)) is. and other aspects of job characteristics (such as skill variety, importance, identity) had no significant effect on job satisfaction that these results are in line with Sufen Chiu et al (2005). As mentioned, feel a sense of independence and freedom can be increased job satisfaction. According to many psychological studies have sense of independence and control over the situation can increase life satisfaction.

On the other hand provide feedback and knowledge of the results could have an impact on job satisfaction. When a person's sense of responsibility towards the consequences of their career, and to planning, scheduling and work rules have freedom of action, the outcome is the result of effort, initiative and thinks his decision and greater job satisfaction (Hackman and Oldham,1975).

Due to the relationship between freedom in work and job satisfaction could feel the responsibility of employees and participation in decision-making related to their job.

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