

Relation between job satisfaction and depression of tonekabon township hygienic and re medical center of personnel

Shohreh Ghorbanshirodi^{1*}, Javad Khalatbari¹, Mohammad Akhshabi²

¹Department of Psychology, Tonekabon Branch, Islamic Azad University, Tonekabon, Iran, s.shiroudi@toniau.ac.ir, j.khalatbari@toniau.ac.ir

²Department of Industrial Engineering, Tonekabon Branch, Islamic Azad University, Tonekabon, Iran, m.akhshabi@toniau.ac.ir

*Corresponding Author: Department of Psychology, Tonekabon Branch, Islamic Azad University, Tonekabon, Iran, s.shiroudi@toniau.ac.ir

Abstract: Job satisfaction as one of the most important element in increasing the efficiency and provides the positive lookout in individual with increasing job satisfaction, depression will decrease. Depression is a mood that deeply effects on individuals feeling thought, behavior and health and they feel blue, hopelessness and empty and have no satisfaction of their jobs and other situation of their a life and every thing is indifferent for them. they deprecate whit their job, environment, coworkers, with increasing the depression, job satisfaction will decrease and with increasing the job satisfaction, the depression will decrease. there is a meaningful linkage between depression and job satisfaction. The target of this research is finding the relation between job satisfaction with depression of personnel of hygienic and re medical center of tonekabon township which how many personnel of the re medical centers of Tonekabon township have depression and with the same proportion how many people a satisfied with their job. And wether the relationship between job satisfaction with depression is meaningful or not. so that with increasing the job satisfaction, depression will decrease and viceversa. The method of this research is solidarity type, therefore from 520 personal of Statistical society of Tonekabon hygienic and re medical. Centers, randomically 105 persons were chosen and fulled two questionnaire of Rant's job satisfaction and Back's depression. statistical datas were provided through spss statistical analysis of Spirman exam that has 99% (sig=0.000) confidence coefficient, that shows there is a meaningful relation between job satisfaction and depression. we result that there is a meaningful relationship between job satisfaction, depression will decrease and viceversa.

[Shohreh Ghorbanshirodi, Javad Khalatbari, Mohammad Akhshabi. **Relation between job satisfaction and depression of tonekabon township hygienic and re medical center of personnel.** *Life Sci J* 2012;9(4):3179-3182]. (ISSN: 1097-8135). <http://www.lifesciencesite.com>. 466

Key words: Job satisfaction, depression, rant's job satisfaction questionnaire, back's depression questionnaire, personnel of hygienic and re medical centers.

Introduction:

Job satisfaction is one of the most important elements in increasing the efficiency and providing positive lookout in individual to his/her work. hersey and blanchard believe that job satisfaction is a function of organational prospects adjustment with individuals total nature needs - whenever both of them agree or conflict, synchronically behavior will comply with organization's prospects and individuals needs so that efficiency and satisfaction produce synchronically. (2003).

Victoro room explains about job satisfaction: It is a kind of mental with drawl that individual has of his/her job and it's doing a kind of organizational behavior. so, satisfaction and implementing the

work creat with completely different elements. (2002, Saatchi).

So whenever personnel satisfy with the nature of their job and salary, have suitable occasion for promotion and be satisfy with their coworkers and supervisors. job satisfaction demonstrate individual's feeling and job individuals like their values, viewpoints and tendency and also work environment's traits. job satisfaction is an effective factor on personnel's operation and organization exploitation. it effect on individual's satisfaction feeling of her/his life.

Kendal and haplin suggested five work dimension as follow work nature and salary, promotion opportunity of supervisor, manager and coworkers, These dimensions are the most important work's

traits that individuals response effectively respect to them.(Nazari and A'zam Zadeh, 2005).Individuals' interests ,motivation viewpoint and personality is from one side , and work features like environment , organization dimension and culture and also management is from other side . if these factors endorse each other will cause a situation that person feel satisfaction of him/herself (sayeh,2010) .job satisfaction regard to the work and coworkers is result of personals impression that how their prospection's provide with their job (2003) .

When we say that a person has great job satisfaction , in fact we mean that he/she love his/her job so much , has positive feelings of it and satisfaction his/her needs Through it .(2002)

There are three dimension of job satisfaction as below :

- 1.It is a sentiment response regard to job situation .
- 2.It specify in relation to complying the prospection and needs .

3 . It is created with some attached view points .job satisfaction is a kind of positive viewpoint regard to individual's job that is effected by some elements like work environment situation ,work organizational system ,environment relations and cultural factors and generally job satisfaction is a collection of feelings and sentiment that people have from their jobs .

In loans sight (2002) ,job's mental pressure is an agreeable reasons .to external situation that causes physical ,mental and manner al abnormality in organization members .mental pressure in job environment can have disadvantageing effects on personnel's physical and mental health and increases stress that impress in creation of depression with having no job satisfaction (tiswall2002,milvar 2005) .

Depression

Depression is the most current disease that every year about 10-15 % of population take it .

In today's society ,depression is a kind of and illness .this illness is one of the most current chronic illness and from every 10 out patients .

One get it .This disorder can manifestly decrease patients function in every job's fields ,social and family relationship and also causes not to enjoy and having emotional and mental pressure .Depression is a state that deeply his/her realization method will change him/her from himself /herself and environment . In fact depression create because of battle in personal tendency .

As the clinical depression report show , it is a health problem in the world that because of it s widely growth development is called cold .(2002)

Depression is one of the basic mental unorganization (mehryar, 2004)

Depression is a state that deeply effects on feelings , thought , behavior and physical health (salmi ,nebz ,translation by khalkhali zaviyeh, 2004)and how changes the realization of depression are depressed mood and lack of intrest and enjoy . a depressed person may propose that feels sorrow ,disappointing , empty and nothing . depressed mood has special model format for the patient that is different from common sadness .depressed patients sometimes complain for crying disability almost all the patient complain about reduction of energy and energy and disorder in work (Kaplan sadouk, p95)

At present the fourth current illness in the world is depression and based on the announced statistics from universal Hygienic organization ,three millions people suffer depression in the world and according to estimation that have been done , it's expected that his illness would be the second current one in the world until 2020 .

Depressed person does not have enough power and motivation for doing the routine activities and study and work function and relationship will be disordered . He /she is such sad and disappointed that can't find solution for her /his problems or decide for his /her life 's important problems or decide for his/her life's important problems and sometimes some of them that are sever depressed think about suicide .

Depression disorder can have negative effect on adhesion relationship .

Depression disorder has particular important in set of mental problems .(keras,kamp and koukeh) people who are more humorist explain their problems more easily ,and they try to reduce their sadness with support of other against the routine problems and therefor .they would enjoy more effectiveness (nezleck and darcks 2001) .

Depression is a kind of feeling angrier and wrath regard to others ,feeling vanity and empty about meaning of the life , and disability in gaining happiness and pleasure that involves a wide spectrum of human's negative tensions and a broad part of routine and common experiences like anger .horror , sorrow and despondency (fitz Patrick and sherry 2004)

Theory

The assumption is that there is an that is an inverse relationship between job satisfaction and depression ,it means that with increasing job

satisfaction , depression will decrease and viceversa .

Method:

The research methods type is adhesional .there are 520 person in statistical society and 105 persons were chosen as sample .

71person (67.5%)of this 105 persons are men (32.5%),31 persons (29.5%) are single and 74 person (70.5%) are married .

There are 36 person (34.3%) with ages from 20 to 25 ,2person (1.9%) with age of 25 to 30 ,33 persons (31.4%) with age of 30 to 35 ,17 persons (16.2%)from 35 to 40 12 persons (11.4%) from 40 to 45 and 5 persons (4.8%) from 45 to 50 work background of 46 person is from 1 to 5 years , 8 persons from 5 to 10 ,12 persons from 10 to 15 years and 4 person from 15 to 20 years .

Tool:

Dant and his co workers job satisfaction questionnaire in format of two elemental theory of Herzberg has been provided in 1966 . This questionnaire was translated from English to Persian by monavar mojarad zadeh in 1994 and in 2008 Fath abadi identified its norms in Iran . this questionnaire has been accepted by us her professor and counselor .

In postgraduate thesis with guidance of shafi'abadi this exequatur with the topic of job consulting effectiveness on job compatibility method and job satisfaction in areas of bus factory .

The questionnaire involves 36 phrase and there is a seven degree scale in front of every phrase . It asks the responder to read the phrase carefully and then determine her/his agreement measure with degrees from one to seven . Degree one is the lowest degree of satisfaction and seven is the higher one .

Back depression questionnaire

This examination is used not only in recognizing the patients but also in natural population and has positive and more adhesion with other scales .This questionnaire was created by back in 1976 and there was a revision on it in 1979 . Its credibility has been certifiable .

Statistical analysis

Findings

55 persons (52.4%) with high job satisfaction ,2 persons (1.9%) with low job satisfaction ,48 persons (45.7%) with medium job satisfaction ,6 persons (5.7%) with low depression ,15 persons (4.3%) with depression possibility and 83 persons (79%)natural .

Finding through spss statistical analysis of spearman examination are as below :

Depression	Satisfaction		
0.344	1.000	Correlation coefficients	Satisfaction
0.000		Sij	
105	105	N	
1.000	0.344	Correlation coefficients	depression
	0.000	Sij	
105	105	N	

This table shows that there is a meaningful relationship between job satisfaction and depression with 99% (sij=0.000) coefficient . this mean that there is a relationship between job satisfaction and depression so that with increasing the depression ,job satisfaction will decrease .

Discussion and resulting

The result show that the relationship between job satisfaction and depression meaningful , increases and viceversa will what ever job satisfaction reduces . having a successful life needs having

job satisfaction , reliance to God , avoiding disappointment and therefore depression .

Refrence :

- 1.Fitz Patrick and sherry ,(2004) .depression contrasting methods ,parent and teacher's conversation's publications (publication's date in original language 2004) .
2. Sadouk summary of Kaplan sadouk sychiatry behavioral science in psychiatry ,first volume . translated by H.Rafiee and F.Rezaee,Tehran

Arjmand publication (publication date in original language 2003).

3.Sayeh Fatemeh (1010) ,refrence : Tehran's teachers job satisfaction and stress control .

4.Nazari Zohreh – Azamzadeh Mansoureh (2005) studing effection of users mental and objective situations of women's job satisfaction in Tehran ,Soodeh publications .

5 . Salmanz ,Sandra (2005) .depression : The questions you have and the answer you need . translated by: Mir majid khalkhali Zaviyeh , Tehran : Javane roshd .

B.Mehryar .E.H(2003).depression remedy ,Tehran.Roshd publications .

7.Base of essays of university (www.sid.ir) .

8. release from depression , Dr Mostafa shakori arjmand publication .