

Factors Affecting Job Satisfaction of University Administrators

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Abstract:

Today, different attitudes and different definitions of work. Economists and financial independence by working to satisfy the material needs to know. Sociology of work as a means of communication with the community, similar to the group, the consolidation of social status and identity, knows the business. Psychologists work to meet the needs of physical and mental health is essential. John's work is considered in Islam polished and unemployment has been condemned and denounced. In conclusion, it can be regarded as the work of human culture.

Deteriorate. Keywords: job satisfaction, management, employees, university

Introduction:

In this regard, the university management has a significant role in the development and improvement of the organization's education is of great importance. Action predetermined objectives and expectations with minimum cost and maximum efficiency are achieved. Here it should be pointed out that school education is the most populous of the country's academic performance line that counts. Academic problems. On the other hand, when we are placed in the position of the twentieth century we have left behind the day on the complexity and extent and range of West added. The decision in this situation is difficult for any new action. The rapid development of knowledge and human expertise, if anything new has and who want to work and lie in the present conditions continue to facilities, grounds and opportunities to use them properly. Occur. The greatest misfortune of a man and a nation and society at present, it is appropriate deprivation of managers and leaders in the field of express words of Lord pious Imam Ali (AS) model of the leaders of the Islamic Uma, it seems appropriate. Imam Ali (AS) always wanted to curse people eat and said, "Oh God, delioer I die sooner and the same people who can dominate me worthy of him a lot. University in the last three decades as the most important factor in improving the performance of organizations, academic researchers and education administrator's hae was developed countries. Gioen the importance and urgency of the problem (management) has led to the emergence of trends and types of university management is the most important. Since the art of management and education of people of the most difficult, the most elegant and full human work and they seek to expand College and university leaders in the school system as a result of management can not be ignored. The director of the University's role is critical in achieving the goals of education. The training of managers and prepare them for playing the role of management is essential. University management in their proper place in society, we still find the university system. General management capabilities, precision and skill, and it will be their job satisfaction and academic and research leadership and management responsibilities in the areas of social, cultural, political and economic consideration. Position in order to improve the academic leeel will be removed.

Research goals:

A) The objectives of the study:

Since the university management is one of the main posts in the university system is a must in terms of selection, training, deployment and promotion qualified and competent managers and scientific centers of the education system, the University of the basic be and gradually the field of thought, conscience and appropriate changes in the management of research and academic work.

Hae considered.

B) The specific objectives of the research:

P material and spiritual factors affecting job satisfaction and training manager's area.

P Awareness of human relationships favorable impact on job satisfaction in the academic environment in the region of Kermanshah University managers.

P Understanding of the relationship between job satisfactions with the level of education in the region of Kermanshah University managers.

P Awareness of the impact of education on job satisfaction of university administrators.

Hypothesis:

P between the desirability of human relationships in college and university managers, job satisfaction, there is no meaningful relationship.

P Management experience and job satisfaction among university administrators, there was no significant relationship.

P Spiritual motivation than material incentives to increase the job satisfaction of university administrators in schools.

P Significant relationship between education and job satisfaction there.

P Management style and academic units Myzln there was no significant relationship between job satisfactions.

History of leadership and management:

In this context it should be noted that most experienced we believe that a small number of policies lasting for 20 to 30 years. Topics and management of modern and organized large organizations began to emerge.

Thus different organizational structures for different work requirements, time and place of employment are closed. Lead and he must learn and be aware of what the situation is that any suitable structure. Thus, the specific task of organizing resources to achieve results outside of the organization. "Summary of research on university management and job satisfaction."

A - Summary of research abroad:

Research by Her and Gesell and Porter (Porter) for the years 1962 to 1966 for 14 countries was conducted to evaluate the efficacy of university leadership.

(A) Their beliefs about personal capacities and leadership subordinates to advance a step.

B - Their beliefs and goals, as well as employee participation in management information systems
Contras.

They concluded that the average person prefers to be guided and be warned of responsibility.

Therefore, human nature, the way of dictatorship and authoritarian belief leads to the application at the same time and in the opposite direction to subordinates, he believes that the information goals and manage their participation. (Tehran University Press), of totalitarian leadership has thirty times higher than the open standards-based leadership group secretaries have demonstrated animosity toward each other (eternal, MR, 1370). (The righteous, K., 1368). Nash (Nash) study, which found that effective managers, verbal and conviction have many interests. Research conducted by the torus (Dont) in 1967, depicting the image of a successful manager possesses characteristics that dominate the confidence and boldness. The successful manager is fully approved. Finally Kormn beyond bread (Corman Non Rayan) (1975) in a study on several thousand middle and high level managers discovered that cognitive skills and to subordinates largely predictor of success (Kormn, K. Abraham, 1370).

Did Mack (1977) write that the lack of job satisfaction leads to one of four conditions is as follows:

1. the management and staff are cold and uninterested?
2. Their ambitions to climb the ladder of wildly show.
3. Exert specific immune responses.
4. Organization leaves.

(Mercer) (1993) argues that job satisfaction has been neglected in research and more information on the job. He says that researchers concluded that research in the field of occupational manager's hardware is required.

B - Summary of research in Iran: as follows:

3. the history of management can be one of the factors contributing to the dissatisfaction of university administrators.

4. The majority of the directors of academic service history new age is declining and this is clearly an important factor in the lack of job satisfaction could be university administrators.

5. A) the management style of the majority of the average goal orientation and no correlation between the type of management style and job satisfaction of the respondents were not identified.

B) The member-oriented management style, management is trying to create inner satisfaction, employee motivation and encouragement of staff assignments (Samaritan, M., 1373), which is high on our society knows it is not desirable.

C) In the light shade of view it seems that the relationship between management style and lack of job satisfaction is clearly marked.

D) The effect of light agree supernatant was average and percentage analysis of the relationship between job satisfaction and the lack of light shows.

E) The ideal style of respondents strongly related to poor management and lack of job satisfaction is achieved. Can not be generalized to the population. Abbas Resay confectioner in 1369, a study entitled "Comparison of university graduates in the field of change management and in novation of teachers in secondary schools in Tehran" has done.

- The ability of roots and in novation problem soloing
- Ability to criticize teachers
- Sufficient knowledge of the desired status of education
- Neutralization of teacher resistance to the change by logic

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