

The Impact of Personal Variables on Job Satisfaction in the National Company for Distribution of Electricity and Gas

Ilyes Slimani

Kamel Berbaoui

Souad Douli

Laboratory of Study
Economics & Development Local in South west of Algeria
Department of Management
University of Bechar
Algeria

Abstract

This study aims to identify The impact of personal variables on job satisfaction in the National Company for Distribution of Electricity and Gas, and also aims to identify the dimensions of job satisfaction from the theoretical side, the instrument of study was a questioner which implemented on a sample about (42) employee, through data entry in the computer and processed statistically using statistical software (SPSS).

Keywords: Personal variables, Job satisfaction, The National Company for Distribution of Electricity and Gas.

I. Introduction

The Job Satisfaction is the favorableness or un-favorableness with which the employee views his work. It expresses the amount of agreement between one's expectation of the job and the rewards that the job provides. Job Satisfaction is a part of life satisfaction. The nature of one's environment of job is an important part of life as Job Satisfaction influences one's general life satisfaction. Job Satisfaction, thus, is the result of various attitudes possessed by an employee. In a narrow sense, these attitudes are related to the job under condition with such specific factors such as wages. This is not surprising to have the subject of job satisfaction, considerable attention from behavioral and administrator's party because of its significant role in the achievement of its objectives, the main reason for the study of this subject is to provide managers with the opinions and ideas that help improve workers' attitudes towards work or organization.

❖ The problem of the study:

"What is the impact of personal variables on job satisfaction in the National Company for Distribution of Electricity and Gas"

➤ Objectives of the study

- Knowledge of the job satisfaction between demographic
- Know the dimensions of job satisfaction
- Determine the level of job satisfaction workers in the national company for the distribution of electricity, gas.

➤ Methodology of The Study

A. Research Hypotheses

The study is based on the following hypotheses:

- ❖ There is a statistically significant difference in job satisfaction is attributable to gender.
- ❖ There is a statistically significant difference in job satisfaction is attributable to age.
- ❖ There is a statistically significant difference in job satisfaction is attributable to marital status.
- ❖ There is a statistically significant difference in job satisfaction is attributable to education level.
- ❖ There is a statistically significant difference in job satisfaction is attributable to work experience.

B. The study population and Methodology

- ❖ The study population consisted of workers National Company for the distribution of electricity and gas (sonelgaz) in the state of Bechar.
- ❖ The study is an explorative analytical one which used the systematic data collection and analysis to conclude findings.

C. Data Collection Method

The study tool is a part questionnaire designed by the researcher, The part consists of three questions containing demographic information of personnel, All the items were measured using five-point Likert scale, five points for “Strongly agree”, four points for “Agree”, three points for “Undecided”, two points for “Disagree”, and one point for “Strongly disagree”.

D. Data Analysis Methods:

- Descriptive statistical techniques to describe the characteristics of the study sample using percentages and frequencies. "Five - Point-Likert Scale" .
- The statistical package (SPSS) is used for analyzing data and general information.
- Simple linear regression, and multiple regression, and correlation coefficient and interpretation.

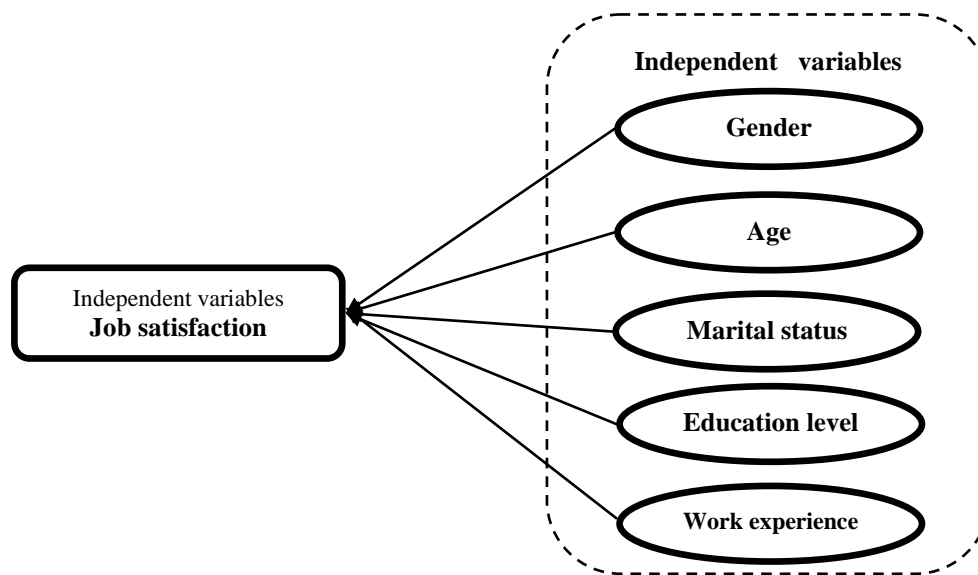
➤ Research

Figure 1. The Conceptual Framework of the Research

Figure 1 shows the search form for this study. Framework is supposed to five demographic characteristics is gender, age, marital status, education level, and work experience. In fact, the main objective of this study is to identify the relationship these demographic characteristics of **job satisfaction**.

II.Theoretical Background**1 Job Satisfaction:****➤The Definition of job satisfaction:**

The Job satisfaction has been defined in many studies. Cranny, Smith and Stone (1992, p.1) define job satisfaction as employees' emotional state regarding the job, considering what they expected and what they actually got out of it. In fact, an employee with low expectations can be more satisfied with a certain job than someone who has high expectations. If one's expectations are met or exceeded by the job, then one is happy and satisfied with the job. Weiss, H. M. (2002). The Job satisfaction is the feeling of pleasure and achievement which an employee experience at their job, when the work is worth doing, or the degree to which their works gives them satisfaction. The Job satisfaction is the collection of feelings and beliefs people have about their current jobs.Locke, E. A. (1969).

- * "Is a sentiment workers for their business, and that results in performance for its employment or work for them, and what should get it from their jobs and therefore it is, the less the gap between administrators whenever satisfaction increased workers, it also the outcome of the special attitudes towards the different elements of the facility ".
 - * Knows Roustan (1985): "who believes that career satisfaction is the result of a group waiting for worker of his work and what happened to him and the result is that explain the light of professional satisfaction."
 - * The job satisfaction as employees' emotional state regarding the job, considering what they expected and what they actually got out of it. In fact, an employee with low expectations can be more satisfied with a certain job than someone who has high expectations. If one's expectations are met or exceeded by the job, then one is happy and satisfied with the job. Locke, E. A. (1969).
 - * The concept of job satisfaction traditionally has been of great interest to social scientists concerned with the problems of work in an industrial society. Many have been interested in job satisfaction, for example, as a result of a personal value system which assumes that work which enables satisfaction of one's needs furthers the dignity of the human individual, whereas work without these characteristics limits the development of personal potential and is, therefore, to be negatively valued. Thus, it is important to examine these issues in order, hopefully, to improve the work experiences of individuals as an end in itself; Kalleberg, A. L. (1977).
 - * Schneider and Snyder sees "that job satisfaction is a personal assessment of the working conditions, and the features and benefits provided by the function of a factor when you accepted that"; M. E. Sempene, H. S. Rieger, G. Roodt. (2002)
- ❖ **Deduce:** the job satisfaction "is an inner feeling positive resulting from the saturation value when the individual needs of the individual."

➤ **The Factors affecting job satisfaction:**

It can be summarized and divided the most important factors affecting the satisfaction of individuals for their profession into four groups in the figure as follows:

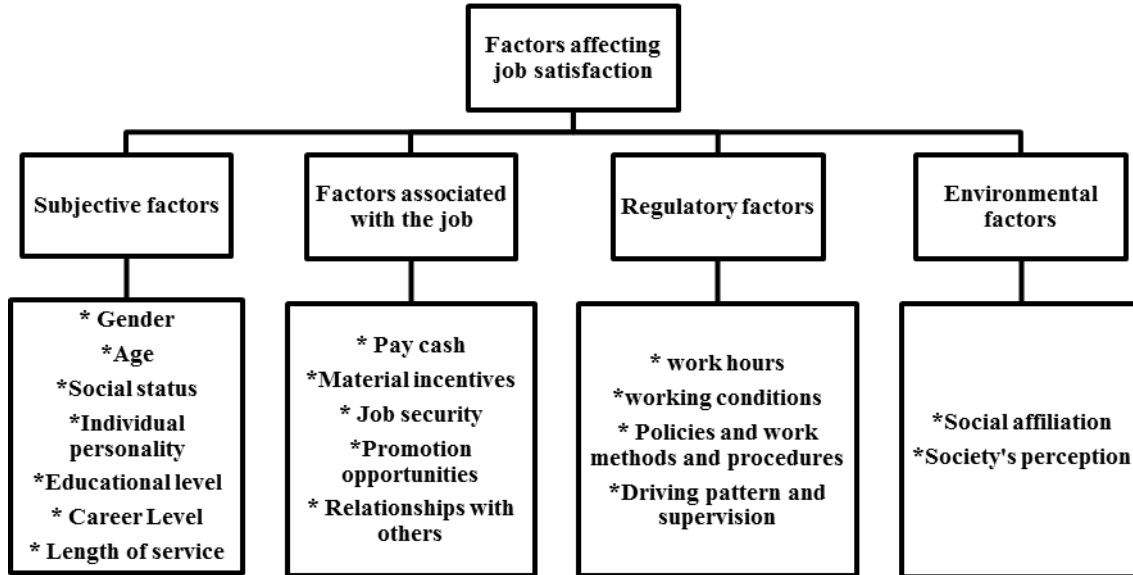


Figure 2: shows the factors affecting job satisfaction.

➤ **The relationship of job satisfaction with the personal factors**

Employee satisfaction has become an important corporate objective in recent years. Motivated and committed staff can be a determining factor in the success of an organization. Organizations cannot reach competitive levels of quality if the employees do not feel satisfied. Job satisfaction has been one of the most frequently studied work attitudes. The goal of this large body of a research was to understand better the correlates and possible consequences of job satisfaction. Franek, M., &Vecera, J. (2008).

Job satisfaction represents a person's evaluation of his/her job and work context. It is an individual's pleasurable emotional state resulting from the appraisal of one's job, an affective reaction to one's job, and an attitude towards one's job. There is a variety of factors that can influence a level of job satisfaction; some of these factors include pay and benefits, perceived fairness of the promotion system within a company, working conditions, the quality of individual's relationship with their supervisor, social relationships, and the job itself. The literature often distinguishes between situational and dispositional factors of job satisfaction. While situational factor represents job characteristics (some of them were mentioned above), dispositional factors are personal features of an individual Koustelios, A. D. (2001).

III. Results of the study data analysis and hypothesis testing Data Analysis

1) Hypothesis Testing

Table 1: Test result and the first hypothesis is: There is no a statistically significant difference in **job satisfaction** is attributable to gender.

Test	T table	T calculated	Sig	Result
Independent Samples Test	0.177	0.069	0.641	Accepted

Source: the preparation of researchers and the adoption of the spss.

Notes from Table (1) that There is no a statistically significant difference in **job satisfaction** is attributable to gender and based on the base test the hypothesis, which states accept H0 where sig = 0.641 and is more than the significance level (0.05).

Table 2: A test result and the second hypothesis, which states: There is no a statistically significant difference in **job satisfaction** is attributable to age.

The independent variable: Age	Miles regression line	The regression line	The variable: job satisfaction			
			R	R2	F	Sig
	0.386	3	0.482	0.348	2.749	0.050

Source: the preparation of researchers and the adoption of the spss.

When the value of f degrees of freedom $(912.2) = 3$

Analysis: The above table shows that the binary value of the link (R) between the material reward and **job satisfaction** was (0.482), an increase of 48.2% is the weak link, as was the coefficient of determination (R Square 0.348) meaning that 34.8% of the change in the **job satisfaction** due to the change in the financial incentive, we note that the significance level (Sig .01) is less than the level of significance (0.05). This indicates the presence of statistically significant differences between the age and loyalty organization, and the value of f calculated differences (2.749) is greater than the value of f spreadsheet (2.749), we reject the hypothesis bad and accept the alternative hypothesis of any no related statistically significant differences between the age and **job satisfaction**.

Table 3: A test result and the third hypothesis, which states: There is no a statistically significant difference in **job satisfaction** is attributable to marital status.

Test	F table	F calculated	Sig	Result
ANOVA	3.917	1.157	0.778	Accepted

Source: the preparation of researchers and the adoption of the spss.

Notes from Table (3) that There is no a statistically significant difference in **job satisfaction** is attributable to marital status based on the hypothesis testing and which provides for the accept H0 where sig = 0.778, and is more than the significance level alpha (0.05).

Table 4: A test result and the Fourth hypothesis, which states: There is no a statistically significant difference in **job satisfaction** is attributable to education level.

Test	F table	F calculated	Sig	Result
ANOVA	2.678	0.334	0.778	Accepted

Source: the preparation of researchers and the adoption of the spss.

Notes from Table (4) that There is no a statistically significant difference in **job satisfaction** is attributable to education level and based on the hypothesis testing and which provides for the accept H0 where sig = 0.778, and is more than the significance level alpha (0.05)

Table 5: A test result and the Fifth hypothesis, which states: There is no a statistically significant difference in **job satisfaction** is attributable to work experience.

Test	F table	F calculated	Sig	Result
ANOVA	2.678	0.368	0.913	Accepted

Source: the preparation of researchers and the adoption of the spss.

Notes from Table (5) that There is no a statistically significant difference in **job satisfaction** is attributable to work experience and based on the hypothesis testing and which provides for the accept H0 where sig = 0.913, and is more than the significance level alpha (0.05).

2) Results of the study found the following results:

- There is no a statistically significant difference in job satisfaction is attributable to gender.
- There is no a statistically significant difference in job satisfaction is attributable to age.
- There is no a statistically significant difference in job satisfaction is attributable to marital status
- . There is no a statistically significant difference in job satisfaction is attributable to education level.
- There is no a statistically significant difference in **job satisfaction** is attributable to work experience.

3) The study recommends the following:

- Clarify the concept of the workers and the dimensions of **job satisfaction**.
- Measure the strength of the correlation between **job satisfaction** and personal variables of the behavior.
- Measuring the extent of **job satisfaction** among workers in the National Company for distribution of electricity and gas, these behaviors and compared with workers in other companies.

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