

Investigation the Relationship between Teamwork with Employees' Job Satisfaction in Technical and Vocational Schools in Yasuj City

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ABSTRACT

This research was undertaken to Investigation the relationship between teamwork with employees' job satisfaction in technical and vocational schools in Yasuj city. Research method in this study was to describe (of correlation type) and the statistical population in this study have formed all staff in technical and vocational school in Yasuj city which has been 30 people of them. In order to gather the data needed has been used of census method in the target population. The data collection tool was a questionnaire of teamwork and job satisfaction (researcher made) and to analyze the data we used of Pearson correlation coefficient and multiple regressions. The results showed that there was a significant relationship between teamwork with employees' job satisfaction in technical and vocational schools in Yasuj city. Also, there was a significant relationship between variable dimensions of teamwork (communication, trust, responsibility, purpose) with employees' job satisfaction, according to the correlation test. On the other hand, as well as multiple regression test, the components of communication, accountability and objectivity have an impact on employees' job satisfaction and trust components has been ineffective.

KEY WORDS: communication, trust, job satisfaction, teamwork, responsibility, objectively

1. INTRODUCTION

Principled and classic management from the perspective of researchers and experts in management sciences in addition to consistency and having established rules which according to customary law and administrative practice is the rules and regulations in general for any management over time has been appointed as the criteria which have a range of issues and specific matters and the goals that expresses that organization or institution or department and organization despite the administration and the hierarchy of work and discipline and in order to achieve of the organization main objective, it must be considered and in addition to working relationships and discipline is undeniable existence of a number of relationships and specific regulations of its organization and legal entity. In fact, job satisfaction is a field of emotional, mental and emotional that person in itself than work that is accepted and it causes him to do a better job and to provide programs and initiatives, as well as the use of creativity have relationship to increase the efficiency of an educational organization with higher job satisfaction. Alone management of any organization is not capable of planning and implementation to achieve the goals of the organization, but also in the participate shade and use of intellectual and professional staff will be able to reach the desired success. When organization management believe to teamwork and the use of staff thought, this belief has penetrated deep into the organization and develop a shared beliefs and organization culture and develop teamwork in action. (Soltani, Poursina, 2005). According to the information expressed in this study, we tried to Investigation the relationship between teamwork with employees' job satisfaction in technical and vocational schools in Yasuj city.

2. Theoretical Principles of research

2.1 Teamwork

Today teamwork is of great importance in organizations. Basically teamwork for organizations brings loyalty, respond to innovation, flexibility and efficiency. Teamwork effects are evident both at the organizational level, both at the group level and individual level. Among these effects are quality assurance, the acceleration affairs, innovation development, effective treatment, working capacity development, personality development, and social sensitivity and so on. (Marosi and Bencsik, 2009). Should be noted that in the definition of teamwork have definable a set of two or more people who are interacting dynamically interdependent and coordinated with each other with the goal or shared values and thus, they have a role or complementary skills for these purposes. (Yauch, 2007). In this research, based on Lenchiony perspective and according to existing principles for measuring teamwork will be examined 4 dimensions following:

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Communications: Team members more communicate directly and personally with each other and relevant information is clearly shared by all team members. (Hoegl and Parboteeah, 2007).

Trust: Confidence and encouragement of team members of colleagues good faith and believed to be in the group is not need to be fixed around and take a defensive mode. (Lenchiony quoted Farrokhi, 2010).

Responsibility: Team member's enthusiasm to interpellation themselves and their peers about the behavior or performance that is detrimental to the team. (Lenchiony quoted Farrokhi, 2010).

Objectively: A situation in which people prefer to team goals on individual needs. (Lenchiony quoted Farrokhi, 2010).

2.2. Job satisfaction

Job satisfaction from work is a phenomenon that transcends from boundaries of organizations and firm and see its effects in the individual private life and outside the organization. Satisfied people are less absenteeism and fewer leave their workplace. Job satisfaction has a strong relationship but negative with decisions that a person is in relation with leave from his job and though, also is negative the relationship between job satisfactions with staff absence, but in this case should not be lost caution. The essential problem is this for managers in organizations that how can the same time by people activities equipping in toward the organization goals, to be a way that people of work and efforts in organizations acquire personal satisfaction and reward. (Kamalvand, 1999).

2.3. Research conceptual model

According to the research variables component which were discussed in the theoretical research has shown conceptual model as Figure 1.

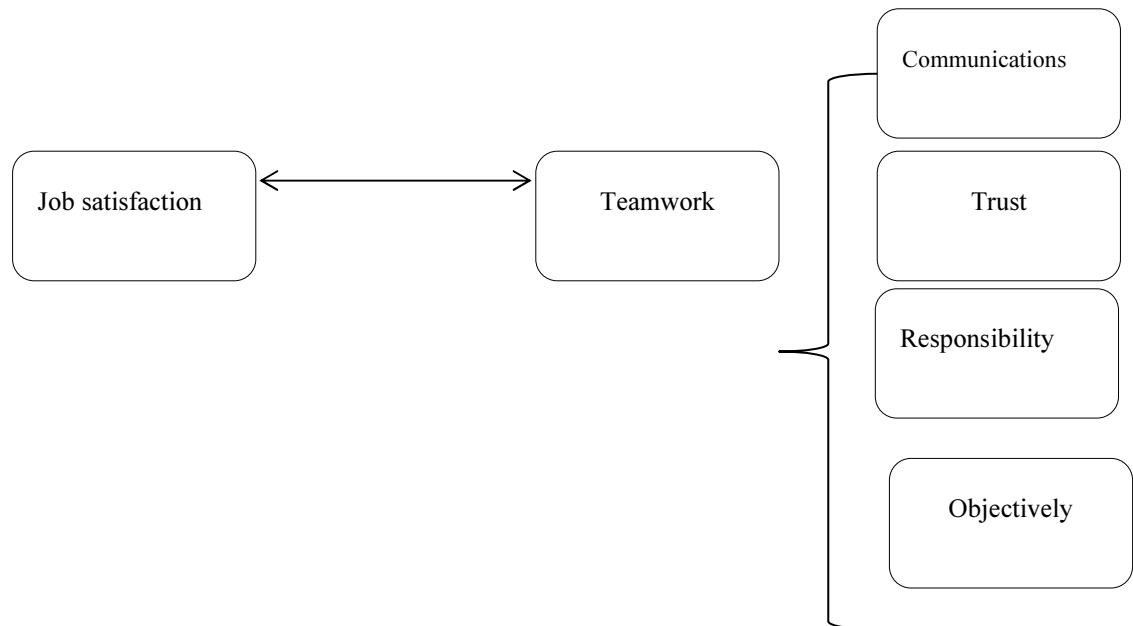


Figure 1: Conceptual model of the relationship between teamwork and job satisfaction

3. Research history

- ❖ Arefi and colleagues (2012) in a study conducted to examine the relationship between organizational citizenship behavior and teamwork among the staff of the University of Kurdistan. In this research, teamwork as was the criterion variable and variables such as altruism, civility and decency, conscientiousness, sportsmanship and civic virtue, as were the predictor's variables were entered into the regression model. The results showed that among variables of civility and decency and conscience are one of the most important predictors of teamwork among the staff of the University of Kurdistan and are dedicated to the highest variation (variance) of teamwork.
- ❖ Vahidian Rezazadeh (2006) in a study entitled the relationship between job satisfaction and organizational commitment, come to the conclusion that there is significant relationship between job satisfaction and organizational commitment also not observed a significant relationship between satisfaction of promotion

and advancement with organizational commitment and satisfaction of pay and benefits with organizational commitment.

- ❖ Terry L. Gibson and colleagues (2002) conducted a study entitled the team work in cooperative programs. This paper was presented as part of a national project for teamwork. However, it has been identified many examples of positive relationships of teamwork but there are always opportunities for staff to improve their understanding of teamwork and design a program to support the teamwork approach and do just that. In this research we have tried that by offering ideas and suggestions to strengthen positive attitudes toward teamwork and promote its in organization.

4. RESEARCH METHODOLOGY

4.1 Research hypotheses

Main hypothesis

There is a significant relationship between teamwork and employees' job satisfaction.

Secondary hypotheses

1. There is a significant relationship between communication and employees' job satisfaction.
2. There is a significant relationship between trust and employees' job satisfaction.
3. There is a significant relationship between responsibility and employees' job satisfaction.
4. There is a significant relationship between objectivity and employees' job satisfaction.

4.2 Statistical population

The statistical population in this study has formed all staff in technical and vocational school in Yasuj city which has been 30 people in 2014. In this research conducted a census and have been examined all members of the community.

4.3 Methods and tools for data collection

To gather information on the teamwork used of researcher made questionnaire with 28 questions based on the teamwork questionnaire from Khajehanari. (2009). Also, for information on employees' job satisfaction, we use of a researcher made questionnaire which was to have 13 questions. According to the purpose of this research were divided into questions in the form of Likert five options.

4.4 Analysis of data

To process and analyze the data obtained from the questionnaire we used of statistical analysis software SPSS16 which is consisted of two parts: descriptive statistics and inferential statistics. Tests used include:

- ✓ Kolmogorov-Smirnov test.
- ✓ Pearson correlation test
- ✓ linear regression to examine the research hypotheses

5. Research Findings

5.1 Statistical population description

Of the 30 people respondents, who were all male, 9 people were Diploma and Advanced Diploma and 21 people were Bachelor and above. Also among respondents, 8 people were under 30 years, 18 people were between 30 and 39 years and the rest were 40 years and older.

5.2 Kolmogorov-Smirnov test: Investigation testing the normality of the variables

In statistics is use from parametric tests when that data distribution is normal and non-parametric tests once the data distribution is not normal. Therefore, we first need to look into examine normal distribution of data using the Kolmogorov - Smirnov. The tests results are normal related to components of the study are shown in Table 1.

- H0: data distribution, it is normal. Sig \geq 0.05
- H1: data distribution, it is not normal. Sig $<$ 0.05

Table1. Kolmogorov-Smirnov test for normality of variables

significant	test statistic	Mean	Variables
0.796	0.648	3.82	Teamwork
0.636	0.745	3.8	Communications
0.636	0.745	3.78	Trust
0.578	0.779	3.83	Responsibility
0.648	0.55	3.91	Objectively
0.893	0.577	4.12	Job satisfaction

Source: research findings

Table 1 and obtained values ($P > 0.05$ = significance level) show that H0 hypothesis is confirmed. Thus, with confidence interval of 95%, it can be claimed that all variables follow a normal distribution, so to answer the research questions, we used of Pearson correlation test and linear regression.

5.3 Discussion and Conclusion of research findings

Main hypothesis: There is a significant relationship between teamwork and employees' job satisfaction.

Table 2: Pearson correlation coefficient between teamwork and employees' job satisfaction

significant	Correlation value	Independent variable
0.024	0.363	Teamwork

Source: research findings

Based on the results the correlation coefficient and obtained significant level ($r=0.363$ and $Sig=0.024$) the main hypothesis is confirmed. According to the obtained value of correlation coefficients, show that there is a direct relationship between teamwork and employees' job satisfaction in technical and vocational schools and this value is equal to 0.363 units, which does not seem very strong.

The first sub-hypothesis: There is a significant relationship between communication and employees' job satisfaction.

Table 3: Pearson correlation coefficient between communication and employees' job satisfaction

significant	Correlation value	Independent variable
0.025	0.362	Communication

Source: research findings

According to the results that correlation coefficient and obtained significant level ($r=0.362$ and $Sig=0.025$) the first hypothesis has been confirmed. According to the obtained value of correlation coefficients, show that there is a direct relationship between communication and employees' job satisfaction in technical and vocational schools and this value is equal to 0.362 units, which does not seem very strong.

The second sub-hypothesis: There is a significant relationship between trust and employees' job satisfaction.

Table 4: Pearson correlation coefficient between trust and employees' job satisfaction

significant	Correlation value	Independent variable
0.036	0.234	Trust

Source: research findings

According to the results that correlation coefficient and obtained significant level ($r=0.234$ and $Sig=0.036$) the second hypothesis has been confirmed. According to the obtained value of correlation coefficients, show that there is a direct relationship between trust and employees' job satisfaction in technical and vocational schools and this value is equal to 0.234 units, which does not seem very strong.

The third sub-hypothesis: There is a significant relationship between responsibility and employees' job satisfaction.

Table 5: Pearson correlation coefficient between responsibility and employees' job satisfaction

significant	Correlation value	Independent variable
0.028	0.354	Responsibility

Source: research findings

According to the results that correlation coefficient and obtained significant level ($r=0.354$ and $Sig=0.028$) the third hypothesis has been confirmed. According to the obtained value of correlation coefficients, show that there is a direct relationship between responsibility and employees' job satisfaction in technical and vocational schools and this value is equal to 0.354 units, which does not seem very strong.

The fourth sub-hypothesis: There is a significant relationship between objectivity and employees' job satisfaction.

Table 6: Pearson correlation coefficient between objectivity and employees' job satisfaction

significant	Correlation value	Independent variable
0.049	0.308	Objectivity

Source: research findings

According to the results that correlation coefficient and obtained significant level ($r=-0.308$ and $Sig=0.049$) the fourth hypothesis has been confirmed. According to the obtained value of correlation coefficients, show that there is a direct relationship between objectivity and employees' job satisfaction in technical and vocational schools and this value is equal to 0.308 units, which does not seem very strong.

Regression analysis for dimensions of teamwork and employees' job satisfaction in technical and vocational schools in Yasuj city

Table 7: Analysis of Variance (ANOVA) for the main hypothesis

Determination coefficient	Significantly	F statistics	Mean square	Degrees of freedom	Sum of squares	Model
0.98	0.000	994.30	498.732	1	498.732	Regression
			0.502	29	14.546	Error
				30	513.278	Total

Source: research findings

According to Table 7, the significance level is less than 0.05 and linear regression model has been confirmed. Table 8 shows the significance of the estimated parameters.

Table 8: The regression model coefficient of teamwork impact on the employees' job satisfaction in technical and vocational schools in Yasuj city

Significantly	T statistics	Standardized coefficients		Non-standardized coefficients		Model
		Beta	Standard error	Parameter		
0.000	31.53	0.98	0.033	1.047		Teamwork

Source: research findings

According to the obtained results of the regression model for the main hypothesis of this study, it has been found that is effective the teamwork on the employees' job satisfaction in the technical and vocational schools. Also, the determination coefficient obtained for the regression model is 0.98. That this means, the teamwork variable can show 98 percent of existing changes in employees' job satisfaction in technical and vocational schools in Yasuj city. Since, the teamwork independent variable had an impact on employees' job satisfaction in institute, as well as according to the obtained results of correlation test that had been to show the relationship between these two variables. So in this section by using multiple regression, we want find that which one of teamwork variable dimensions, namely, communication, trust, responsibility and objectivity have the greatest impact on employees' job satisfaction in institute and which one have no place in the model.

Table 9, shows the results of the multiple regression model for dimensions of teamwork on the employees' job satisfaction.

Table 9: The regression model coefficient of teamwork dimensions impact on the employees' job satisfaction in technical and vocational schools in Yasuj city

Significantly	T statistics	Standardized coefficients		Non-standardized coefficients		Model
		Beta	Standard error	Parameter		
0.005	3.042	1.575	0.553	1.682		Communications
0.128	-1.573	-0.456	0.309	-0.487		Trust
0.022	2.441	1.48	0.640	1.563		Responsibility
0.000	5.718	1.351	0.247	1.413		Objectively

Source: research findings

According to the obtained results of multiple regressions which can be seen in Table 9, were accepted a significant of variables coefficient for dimensions of communication, responsibility and objectivity. In other words, according to Table 8, the teamwork has been effective on employees' job satisfaction, therefore according to the results obtained in Table 9, realized that had the greatest impact in the model the variables of communication, responsibility and objectivity. This results, also corresponded according to the obtained results with correlation test, so that the variables of communication, responsibility and objectivity, as compared to other variables of teamwork have a higher correlation with employees' job satisfaction in technical and vocational schools in Yasuj city.

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