

Mental Health and Its Relationship with Job Satisfaction among Staff of Imam Khomeini Committee

Sara Mousavi^{1*}, Mansour Kavousi², Ameneh Mousavi³

¹Graduated in MA General Psychology. Faculty of Literature and Humanities, Persian Gulf University, Iran

²PhD student in Crisis Management Field in Shakes Pajouh institute Esfahan

³Graduated in BA General Psychology. Faculty of Literature and Humanities, Izeh Azad University, Iran

Received: March 8, 2015

Accepted: May 10, 2015

ABSTRACT

This research try to assess Mental Health and Its Relationship with Job Satisfaction on Staff at Imam Khomeini Committee. The study carried out on 250 personnel of an Imam Khomeini Committee. Data was collected using mental health Checklist-25 and job Satisfaction Questionnaire JDI. There is not meaningful relationship between job satisfaction (wage, salary, promotion...) and mental health. This is why these staff just wants to have job with determined salary and wage without any promotion in their jobs.

KEYWORDS: Mental Health, Job Satisfaction, Wage, Salary, Promotion

INTRODUCTION

Mental Health, which has a critical role in having sustainable development, is one of the most vital human needs. The concept of mental health includes an inner feeling of comfort, self-efficiency, self-dependence, competitiveness, inter-generation reliance, and self-development of potential thinking abilities. Due to cultural differences, it seems impossible to present an inclusive definition of mental health, but there is a consensus about the fact that mental health is much beyond the lack of any mental disorders [1].

Job satisfaction is an attitudinal variable that reflects how people feel about their jobs overall as well as various aspects of them. Job satisfaction that refers to extent to which people like or dislike their jobs. According to Locke [2] job satisfaction is a positive attitude resulting from the perception of one's job as fulfilling one's needs. Herzberg et al. [3] have found that job satisfaction is high for young employees immediately after their employment; drops sharply after the first few years and then begin to climb as the employees continue on their jobs.

Low job satisfaction can lead to increased job mobility and more frequent absenteeism, which may reduce the efficiency of health care services [4]. Job satisfaction, has been posited as a cause of important employee and organizational outcomes ranging from job performance to health and longevity [5,6].

Several studies have shown that current trends of employment conditions maybe grid down levels of job satisfaction and directly making vulnerable the physical and mental health of employees [7]. Mental health at work refers to psychological wellbeing of people working at any organization. In the past, occupational health was concerned with safety and physical health of employees and little attention was paid to mental health aspect. Mental health is a growing field which emphasizes assessment, prevention and intervention to promote psychological well-being of employees. Mental health refers to behaviors, attitudes and feelings that represent an individual's level of personal effectiveness, success and satisfaction [8]. Several investigators have shown that job satisfaction plays an important role on employee's health & well-being [9,10]. Khaleque & Hossain [11]; in their study indicated that there is significant influence of job satisfaction on mental health. There is a clear connection between workplace stress and physical and emotional problems. According to the early warning signs of job stress include: headache, sleep disturbance, difficulty concentrating, Irritability, low morale, poor relation with family and friend. Job stress plays an important role in several types of ongoing health problems, especially: cardiovascular disease, musculoskeletal conditions, and physiological disorders. Job satisfaction has been shown by Blegen [12] to be closely affected by job stress.

Purine et al. [13] revealed that self-perceived, Job satisfaction lack of self-esteem, loneliness and especially depression had a high negative impact on dentist Job satisfaction. [14,15, 16], showing their negative effect on the workers' health and economic losses induced by absence from work and decreased working productivity. Low job satisfaction among mental health workers has also been confirmed by some studies conducted in United Kingdom [17] and Canada [18], while several studies have shown exactly the opposite, i.e., that there is a high degree of job satisfaction among employees in these professions [19,20,21]. The aims of this study were to examine the

*Corresponding author: Sara Mousavi, Graduated in MA General Psychology. Faculty of Literature and Humanities, Persian Gulf University, Iran. E-mail address: saramhasti@yahoo.com

relation between mental health and job satisfaction and to identify independent predictors, such as job satisfaction and manifestations of occupational stress, among mental health workers.

Participants and methods

A sample of 250 mental health workers was formed, using the snowball method according to the availability and readiness of the employees to participate in the study. Participation in the study was voluntary. This descriptive-analytical study was performed on the relief committee worker. For evaluation of mental health and job satisfaction relevant questionnaires were prepared and after necessary descriptions, completed by the participants. Each question should be responded with a 5 level Likert scale [10, 11].

The findings of the research hypothesis:

There is a significant relationship between mental health and job satisfaction among staff Imam Khomeini Relief Committee (RA)

Table 1: relationship between mental health and job satisfaction among staff Imam Khomeini Relief Committee (RA) Pearson correlation coefficient method are linked.

Mental health			variables
level of significant	correlation coefficient	frequency	job satisfaction
P<0.97	0.005	50	

As shown in (Table 1) the relationship between job satisfaction and Mental health among staff of Committee Imam Khomeini are not significant, these results not show that the relationship between job satisfaction and Mental health are significant. The first hypothesis of this study is not approved and rejected thus the null hypothesis (H₀) confirmed.

Table 2.

mental health			variables
level of significant	correlation coefficient	frequency	job promotion
P<0.29	0.15	50	

As seen in (Table 2) the relationship between job promotion and mental health among staff of Committee Imam Khomeini R=0.15 and P<0.29 at P<0.05 are not significant. This hypothesis not confirmed and rejected the null hypothesis (H₀) confirmed.

Table 3. The relationship between satisfaction of staff salaries and mental health Committee Imam Khomeini are not significant.

Mental health			variable
level of significant	correlation coefficient	frequency	satisfaction of staff salaries
P<0.59	0.08	50	

As seen in Table 3 of the relationship between satisfaction of salary and mental health of staff of Committee Imam Khomeini R =0.80 and P<0.59 at 05.0> P<0.05 are not significant. This hypothesis not confirmed and rejected the null hypothesis (H₀) confirmed.

DISCUSSION

The present study aims to investigate the relationship job satisfaction and mental health on employee of Imam Khomeini committee. Our finding showed that job satisfaction score of studied population belongs to satisfied level. However another issue which should be considered is the distribution of the studied population in different levels of job satisfaction. The first hypothesis describing that there would be a relationship of job satisfaction, job stress and mental health on employees was proved by this study and shown in Table 1. A An earlier study done by Khaleque[22] showed that dissatisfied workers suffer from greater degree of stress and strain as compared to the satisfied workers. A few more studies also have shown that job satisfaction has significant effect on employees in terms of health and well-being [23, 24, 25, 26, 27, 28, 29, 30] satisfaction and employee's health found significant negative correlation between job satisfaction and a number of psycho-neurotic syndrome: boredom, depression and anxiety The obtained correlation coefficients show a negative relationship between life satisfaction and the mental disorders. In other words, people with higher levels of life satisfaction are less likely to be diagnosed with such mental disorders [31, 32, and 33]. As shown the relationship between job satisfaction and mental health of staff of Committee Imam Khomeini R = 0.005 and P <0.97 in the level of P <0.05 are

not significant, the results of the first hypothesis are not similar and coordinated [34, 35]. The questions were cautious bias and consequently has not achieved the desired result. The relationship between job promotion and mental health of employee Committee Imam Khomeini $R = 0.09$ and $P < 0.05$ was not statistically significant, Promotion is said to be happened when an employee makes a shift in the upward direction in organizational hierarchy and moves to a place of greater responsibility [36]. The results do not show that the relationship between mental health and job promotion among employees of the Imam Khomeini Relief Committee (RA) are significant. The results of the studies are not similar and coordinated [36, 37]. The finding of this study are not aligns with the result from Khan et al, [38] which was found that the promotion opportunity was positive significant relationship with job satisfaction among lecturers.

Herzberg believes that before taking action for increasing job satisfaction level, factors which play role in job dissatisfaction should be considered. In Herzberg's opinion, factors which may cause job dissatisfaction include physical conditions, salary, safety, security, social factors, and interpersonal relations [39]. Our study determined salary as one of the main cause of job satisfaction. From this point, one can concluded that salary should not be taken as the single factor that can increase job satisfaction level in the organization. In reality, financial effect is fast but has sort effect. Therefore, if job satisfaction is required for long term, management should enrich all job aspects including salaries as well as the psycho-social variables that may enhance work life quality. The results of the studies [40, 41, and 42] are not similar and coordinated. Promoted to higher levels of salaries and benefits is a great reward. The hypothesis is not proven and was not coordinated with previous research it could be cause of some people do not want to promote and enhance business but only have a steady job content, and the job they are not achievement motivation and financing enough life through your job, there is enough to know. Relationship between satisfaction and staff salaries Imam Khomeini Relief Committee are not meaningful. Every staff and worker should take some money and wage instead of the work they do. Thus getting wage has effect on mental health and job satisfaction of the staff although our finding proved against it and is not coordinated with the previous research but this contradictory related to the misunderstanding or miscomprehension of the question and untrue answer from the staff.

REFERENCES

1. Abbaszadeh, A. The Global health report in 2001, mental health: Darky no,omidino, Tehran: The cultural institute of great Ibnesina .2001. p.30-333- Koushan M, Waghei S. Mental Hygiene.1st
2. Locke, E. A. (1976). The nature and causes of job satisfaction. In M. D. Dunnette (Ed.), *Handbook of industrial and organizational psychology* (pp. 1297-1343). Chicago, IL: Rand McNally.
3. Herzberg, F., Mausner, B., Peterson, R., & Capwell, D. (1957). *Job attitudes: Review of research and opinion*. Pittsburg, PA: Psychological Service of Pittsburg.
4. Faragher, E. B., Cass, M., Cooper, C. L. The relationship between job satisfaction and health: a meta-analysis. *Occup Environ Med.* 2005; 62:105-12. Medline:15657192 doi:10.1136/oem.2002.006734
5. Spector, P. E. (2003). *Industrial & organizational psychology*, (3rd Edition). Johan Wiley publications.
6. Tamini, B. K., & Khan, M. S. (2009). A comparative study of job satisfaction as a function of organizational commitment, personality type and self concept of Bank employees of Iran and India. *Indian Journal of Psychology and Mental health*, 3(5):1-9
7. Keny, C, Guigan M C et al. (2000).
8. Banks, M. H., Ciegga, C. W., Jackson, E. R., Kemp, N. J., Stafford, E. M., & Wall, T. D. (1980). The use of the General Health Questionnaire as an indicator of mental health in occupational studies. *Journal of Occupational Psychology*, 53,187-194. doi:10.1111/j.2044-8325.1980.tb00024.x Blegen, M. A. (1993).
9. Caplan, R. (1971). *Organizational stress and individual strain: A social-psychological study of risk factors*. Doctoral Dissertation, Ann Arbor, MI: University of Michigan.
10. Keon, T. L., & McDonald, B. (1982). Job satisfaction and life satisfaction: An empirical evaluation of their interrelationship. *Human Relations*, 35, 167-180. Doi:10.1177/001872678203500301
11. Khaleque, A, Hossain, M. M. (1994). Job satisfaction, fatigue and mental health of manual, semi-automated and automated workers. In Karwowski, W (Eds.), *Proceedings of the International Conference on Human Operator, Computers and Automation, Ergonomics of Manual Work* (pp. 441-443)
12. Blegen, M. A. (1993). Nurses' job satisfaction: A meta-analysis of related variables. *Nursing Research*, 42, 36-41.
13. purenie, A., Aleksejunien, j., Petrauskienė, j., Balciuniene, I., & Janulyte, V. (2008). self-percieved mental health and job satisfaction among lithuanian dentist. *journal of industrial health*, 46:247-252
14. Hudek-Knežević J, Krapić N, Rajter L. The relation between emotional control, perceived stress at work and professional burnout in hospital nurses [in Croatian]. *Psihologijisketeme*.2005; 14:41-54.
15. Koić E, Mužinić-Masle L, Đorđević V, Vondraček S, CarMarković A. Primary prevention of burnout syndrome in nurses at General Hospital and Health Center from Virovitica, Croatia. *Acta Clinica Croatica*. 2001; 40:259-71
16. Friščić Lj. Factors of professional stress and burn-out in the work of social workers in the center of social care Zagreb [in Croatian]. *Ljetopis studijskog centra socijalnograda*. 2006;13:347-70

17. Moore E, Ball RA, Kuipers L. Expressed emotion in staff working with the long-term adult mentally ill. *Br J Psychiatry*. 1992;161:802-8. Medline:1483166
18. Saindon-Larose D, Rainville T. Work satisfaction of nurses in psychiatry [in French]. *Can Nurse*. 1993;89:47-50. Medline:8221587
19. Burrows GD, McGrath C. Stress and mental health professionals. *Stress Med*. 2000;16:269-70. Doi:10.1002/1099-1700(200010)16:5<269::AID-SMI888>3.0.CO;2-A
20. Nirel N, Shirom A, Ismail S. The relationship between job overload, burnout and job satisfaction, and the number of jobs of Israeli consultants [in Hebrew]. *Harefuah*. 2004; 143:779-84. Medline:15603264
21. Ozyurt A, Hayran O, Sur H. Predictors of burnout and job satisfaction among Turkish physicians. *QJM*. 2006;99:161-9. Medline:16490757 doi:10.1093/qjmed/hcl019
22. Khaleque, A. (1981). Job satisfaction, perceived effort and heart rate in light industrial work. *Ergonomics*, 24, 735-742. doi:10.1080/00140138108924895
23. Kornhauser, A. (1965). *Mental health of the industrial worker: A Detroit study*. New York: Wiley.
24. Gardell, B. (1971). Alienation and mental health in the modern industrial environment. In L. Levi (Ed.), *Society, stress and disease*, vol. 1 (pp. 148-180). Oxford: Oxford University Press.
25. Singer, R., & Rutenfranz, J. (1972). *Arbeitspsychologische Studien über Arbeitszufriedenheit und berufsbezogene Gesundheitsstörungen bei Fluglotsen*. *Internationales Archiv für Arbeitsmedizin*, 30, 135-160. doi:10.1007/BF00539065
26. Caplan, R. D., Cobb, S., French Jr., J. R. P., Harrison, R. V., & Pinneau Jr., S. R., (1980). *Job demands and worker health: Main effects and occupational differences*. Ann Arbor: Institute for Social Research.
27. Keon, T. L., & McDonald, B. (1982). Job satisfaction and life satisfaction: An empirical evaluation of their interrelationship. *Human Relations*, 35, 167-180. doi:10.1177/001872678203500301
28. Hamidi, Y., Golmohammadi, R., Mahdavi, S. (2003). A Survey of worker stress and satisfaction one of factory of Hamadan and relationship between stress and job satisfaction with physical conditions of work place. *Journal of Research in Health Science*. 2003;3(1).
29. Lu KY, Chang LC, Wu HL. Relationships between professional commitment, job satisfaction, and work stress in public health nurses in Taiwan. *Journal of Professional Nursing*. 2007; 23(2):110-6.
30. Behjati Ardakani, M., Zare, M., Mahdavi, S., Ghezavati, M., ossein Fallah, H., Halvani, GH., Ghanizadeh, SH., Bagheraati, A. (2013). Relation between Job Stress Dimensions and Job Satisfaction in Workers of a Refinery Control Room.
31. Lucas, RE, Diener, E, Suh, E. Discriminant validity of well-being measures. *Journal of personality and Social Psychology*. 1996; 71:616-628. 8-32. Maltaby J, 8. Day L, Mccutcheon LE, Gillett R, Houran J, Ashe DD. Personality and coping: A context for examining celebrity worship and mental health. *British Journal of Psychology*. 2004;95:411-428
33. Salimi, SH., Azad Marzaabadi, E., Abedi, M. (2013). Study on Mental Health and Its Relationship with the Burnout and Life Satisfaction in Staff at a Military University in 2010.
34. Bakhshipoor Roodsari, A., Pirouzi, H., Abediuan, A. (2003). social support with mental health of the university students, mental health of journal principals, the 11th year, fall and winter, (2003) nos 27 and 27, p: 145-146. 35.
35. Azad-marzabadi, E; Tarkhorani, H. (2005). The Relation between Job Stress and Job Satisfaction in a Group of Personnel, *Journal of Behavioral Sciences*. 1 (2) :121-129
36. Ibrahim, E. E., Joseph, M. & Ibeh, K. I. N. (2006). Customers' perception of electronic service delivery in the UK retail banking sector. *International Journal of Bank Marketing*, 24(7), p. 475.
37. Naveed, A., Usman, A., & Bushra, F. (2011). Promotion: A Predictor of Job Satisfaction A Study of Glass Industry of Lahore (Pakistan) *International Journal of Business and Social Science* Vol. 2 No.
38. Khan, A. H., Nawaz, M. M, Aleem, M. & Hamed, W. (2011). Impact of job satisfaction on employee performance: An empirical study of autonomous Medical Institutions of Pakistan. *African Journal of Business Management* Vol. 6 (7), pp. 2697-2705.
39. Stranks JW. *Stress at work: Management and prevention*. Paris: Butterworth-Heinemann; 2005.
40. Fisher, J. A. V., & Souse-pozza, A. (2007). Does Job Satisfaction Improve the Health of Workers? New Evidence Using Panel Data and Objective Measures of Health.
41. Marwan T. Al-Zoubi. The shape of the relationship between salary and job satisfaction: a field study hology and Business Far East *Journal of Psyc* 20123 June No. 7 Vol.
42. Card, D., Mas, A., Moretti, E., & Saez, E. (2011). Inequality at Work: The Effect of Peer Salaries on Job Satisfaction