Job Motivation of Employees of State Banks

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A B S T R A C T

The aim of study was to evaluate the motivation of employees, according to the leadership style of managers in state-owned banks. The study population consisted of employees of the State Bank who are serving in 1392, Among which 20 were selected as examples. And employee motivation and leadership style questionnaires distributed among the participants and their responses were collected after and The collected data were analyzed by SPSS software. At first the frequency tables and graphs and then hypothesis analyzed by Pearson's correlation coefficient test and a test of two independent samples.

Keywords: management style, job motivation, Bank's employees.

INTRODUCTION

There is no doubt that human resource is one of the most important Influential factors, guarantee the success of any social system in various aspects of development because the human resource of any country can waste and destroy physical, spiritual and material resources or hatched and fertilize it. Job satisfaction is one of the most important factors of producing quality work and employees eager to serve. It's the positive reflection of the individual's attitude and sense that expressed toward his job[1].

In Lotanez s opinion job satisfaction is the result of staff perception that how their important needs are providing by their job[2]. Smit, Kandall and Hullin consider the five basic dimensions the nature of job, pay and benefits, opportunities for advancement and promotion, supervisors and co-workers as the most important factors involved in how people feel about their job[3]. Favorable attitude towards work represents job satisfaction but unfavorable attitude and working negative represents the opposite. When a person has a high job satisfaction it means that He (She) generally and greatly love his job and he could provide his needs by it and as the result he has positive feelings about it[2].

job satisfaction as a collection of individual s fillings has a dynamic nature so managers notice and regard is necessary for its continuity.in the other side job satisfaction is a poart of live satisfaction because individuals feelings about job is affected by nature of the external

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environment in some way[4]. Some of management pundits consider a managers success in his ability for leading manpower's under his supervision and therefore three considers management in work with others and through them achieving the goals of the organization. And this is a construction of a collection included by religious, philosophical, artistic, political, and ...values that appears in the form of the manager's infidel behavior and organization s social context[5].

Effectiveness of manager's activities depends on the willingness of the people in the organization in carrying out their duties, on the other hand all behaviors of individuals are targeted.in fact two factors shape behavior: motivation and purpose. In this respect, Incentives for employees to perform tasks and alignment of personal goals with organizational goals has an essential role organizational position[6].

Human nature In terms of satisfying their needs has a dual character, a man's character is such that in the absence of the necessary factors and conditions, Feeling of dissatisfaction and when the conditions and factors are provided, Feels diminished and gradually becomes indifference[2].

Most of the physiological factors has such effects, this pack of factors can be called "Health Factors" or "Maintain the status quo"[7]. The other characteristic of human is needs that provides satisfaction and success for him and in the other hand dissatisfaction and indifference.to help satisfy this, we can be pleased with him.

These requirements that are satisfied by job factors and internal-and no environmental-satisfaction, include: success, admiration for the work, responsibility and more growth in work, if these satisfactions favorably be combined with job content, they will be sustained.

Job satisfaction is one of the important factors in job Success [4].

The aim of this study is to evaluate the motivation of employees regarding the leadership styles of managers in state-owned banks is the city of Marivan (Iran).

METHODOLOGY

The method that we used in this study is descriptive and applied in the field studies and it has done by questionnaires that supplied to the employees of our company and based on their answers we've done descriptive-statistical analysis. Our society was limited and totally composed by 20 persons that we randomly selected between bank employees in Marivan (Iran). When the questionnaire is your data collection tool its subject is important .since personal motivation is one of the most important priority, the questionnaires were filled in workplace and it was a significant to the reliability and validity of the data collection tool. The second step is an essential requirement for questionnaire s validity Leadership Styles questionnaire has 35 questions that 15 questions are measures relationship-oriented aspect and 20 questions measures task-oriented aspect. To measure the reliability of the questionnaire the test-retest method was used. Cronbach's coefficient of correlation was equal 76/0 for leadership style 35-item questionnaire which indicates high reliability of the questionnaire. The validity of the questionnaire has been measuring by simulate-content method.

RESULTS

Descriptive Statistics, Reward system

respondents reward system is this research s independent variable to measure this variable 7 items has been used in the distance measurement level that 28 indicates 'very high" and 24

indicates "very low". According to the findings in Table If we show it in a continuum, average reward system is derived from the sum of items 10/25.in attention to that mean scores of 24 and 28, is 26, so the result of estimating the mean respondents is in a high level.

Descriptive Statistics, Leadership Style

respondents managers Leadership Style is this research's independent variable to measure this variable 7 items has been used in the distance measurement level that 28 indicates 'very high "and 18 indicates "very low". According to the findings in Table If we show it in a continuum, average of leadership style derived from the sum of items is 24/90.in attention to that mean scores of28 and 18 is25 consequently the mean response is in a high level.

Descriptive Statistics, grouped Integration

respondents grouped integration is this research's independent variable to measure this variable 7 items has been used in the distance measurement level that 28 indicates 'very high" and 22 indicates "very low "according to the findings in Table If we show it in a continuum the earned mean of grouped Integration of Total items is26/20 consequently the mean response is in a high level.

Descriptive statistic, communication patterns

respondents communication patterns is this research's independent variable **to** measure this variable7 items has been used in the distance measurement level that 28 indicates 'very high" and 20 indicates "very low" according to the findings in Table If we show it in a continuum the earned mean of communication patterns of total items is 25/50.Since the mean scores of 22 and28 is 25 consequently the mean response is in a high level.

Descriptive statistic, the amount of job motivation

the amount of job motivation is this research's independent variable to measure this variable 50 items has been used in the distance that 231 items indicates "very high" and 158 indicates "very low" according to the findings in Table If we show it in a continuum the earned mean of job motivation of total items is 293/10**.**Since the mean scores of 158and231 is 193 consequently the mean response is in a high level.

Inferential statistics

1. Correlation coefficient between reward system and amount of happiness

To examine the relationship between reward system and amount of happiness Pearson 's correlation test has been used, in attention to this test s results(r=0/597 and significant level=0/005) It can be stated that with certainty there is a significant relationship between reward system and amount of happiness.

2. Correlation coefficient between leadership style and amount of happiness

to examine the relationship between leadership style and amount of happiness Pearson 's correlation test has been used, in attention to this test s results(r=0/597 and significant level=0/000) It can be stated that with certainty there is a significant relationship between leadership style and amount of happiness**.**

3. Correlation coefficient between grouped Integration and amount of happiness

to examine the relationship between group Integration and amount of happiness Pearson 's correlation test has been used, in attention to this test s results(r=0/458 and significant level=0/042) It can be stated that with certainty there is a significant relationship between group Integration and amount of happiness.

4. Correlation coefficient between communication patterns and amount of happiness

To examine the relationship between communication patterns and amount of happiness Pearson 's correlation test has been used, in attention to this test s results(r=0/083 and significant level=0/729) It can be stated that with certainty there is a significant relationship between communication patterns and amount of happiness.

CONCLUSION

One of the duties of manager and leader is to increase employee's motivation to do things better based on this considering the factors of employee's motivation and needs and attention to the individual differences of each employee are from the most important factors that can be achieved in efficiency of manpower. And one the most important and basic conditions for the purpose in any business is to stimulate and motivate people who are doing it .there is a lot of factors that are involve in low job motivation in organizations. For this reason, management should seek ways and techniques that by using them could increase its employee's motivation.

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