



The Relationship between Marital Satisfactions, Self-efficacy and General Health with Job Satisfaction of Employees National Bank

Farideh Nrimisaie, Amal Sharififard*

Department of Psychology, Rāmhormoz Branch, Islamic Azad University, Ramhormoz, Iran.

A B S T R A C T

The aim of this study is examine the relationship between marital satisfactions, self-efficacy and general health with job satisfaction of Employees National Bank in Ahwaz. The statistical population, sample size and sampling method the statistical population of this study is all Employees were working in branches of National Bank of Ahwaz in 2016 that is 760 persons. The sample size according to Morgan table is 257 people and sampling method is simple random sampling. The results showed there is a significant positive relationship between marital satisfactions, self-efficacy and general health with job satisfaction of Employees National Bank in Ahwaz. The results of regression analysis showed among the predictors, self-efficacy and general health had the ability to predict job satisfaction.

Keywords: Marital Satisfaction, Self-Efficacy, Job Satisfaction, General Health.

INTRODUCTION

General health today's world, the world of human beings and human organizations are the custodians. Organizations will have no man, not only the concept, but they will not be managed (Beehr, 2014; Long, 1995). In order to achieve the objectives of each organization conditions should be provided to Staff in attractive environments and tasks to their full satisfaction, the effectiveness and efficiency are necessary. When you talk about staff attitude is not nothing but job satisfaction (Robbins & Judge, 2012). That job satisfaction is a collection of feelings, beliefs and ideas that people have about their current job (Montazeri et al., 2003; Quek, Low, Razack, & Loh, 2001). Obviously, the complex nature of job satisfaction is influenced by numerous internal and external factors (Shafiabadi & Khalaj Asadi, 2010). One factor influencing on job satisfaction is marital satisfaction. And family satisfaction is life satisfaction and thus facilitates the development of material and spiritual life (Edalati & Redzuan, 2010). Marital satisfaction is an overall assessment of the current status of marriage or romantic relationship.

Marital satisfaction may be a reflection of the happiness of the marriage or a combination of pleasing the marital relationship is due to the many specific factors (Ahmadi, Nabipoor, Kimiaee, & Afzali, 2010). Colón-de Martí, Acevedo, and Céspedes-Gómez (2009) this research on doctors of Spain concluded that there is a significant relationship between marital

*. Corresponding Author: f.narimisaii@gmail.com

DOI: [In pressing](#)

To cite this article: Nrimisaie, F., Sharififard, A. (2017). The Relationship between Marital Satisfactions, Self-efficacy and General Health with Job Satisfaction of Employees National Bank. *Iranian Journal of Positive Psychology*, 3 (3), 81-87.

satisfaction and job satisfaction. The results of this research weren't significant differences between men and women physician job satisfaction and marital satisfaction. Also Rogers and May (2003) study of the relationship between marital satisfaction and job satisfaction over the long term showed that marital satisfaction and job satisfaction over the long term have a positive and significant relationship.

Other variables that seem too related with job satisfaction are public health. General health is the balance between various aspects of life, physical, social, mental, spiritual and emotional (Sadock, Sadock, & Levin, 2007). Health and personal well-being, family relationships, interpersonal relationships, role in the community and society relationship is essential. The research shows that healthy people are more successful operators, and psychological problems and lack of health can affect their impulses in carrier (Barkway, 2006). Most managers believe that, Employees who are safe in health and quality of life, better performance in the workplace than other workers, and much more job satisfaction score (Hazar & Abedinirad, 1995).

Self-efficacy is a major component of social cognitive theory that refers beliefs or judgments about his ability to perform the duties and responsibilities (Lu, Siu, & Cooper, 2005). According to Bandura (1977) having the knowledge, skills and previous achievements are not good predictors for Future performance but human belief about your ability to do so on how he works. In fact, self-efficacy emphasizes feeling in control of their environment competence (Bandura, 1977). Numerous studies have shown that self-efficacy beliefs play a key role in the professional development (Borgogni, Russo, Miraglia, & Vecchione, 2013; Moè, Pazzaglia, & Ronconi, 2010). There are many researches about the relationship between self-efficacy and job satisfaction. The effect of self-efficacy beliefs on job satisfaction and motivation individuals has confirmed (Bandura, 1977; Zimmerman, 2000).

Some researchers and experts believe that has not been enough research in the field of job satisfaction and the variables that affect such as marital satisfaction and efficacy. Therefore, research is needed in this area to be the basis for new research in this field. According to these results, this study is trying to investigate the relationship between marital satisfactions, self-efficacy and general health with job satisfaction of Employees National Bank in Ahwaz.

METHODOLOGY

The statistical population, sample size and sampling method the statistical population of this study is all Employees were working in branches of National Bank of Ahvaz in 2016 that is 760 persons. The sample size according to Morgan table is 257 people and sampling method is simple random sampling.

Research instrument

1. Job Satisfaction Questionnaire (JSQ)

In this study, to assess job satisfaction used job satisfaction of Hulin, Kendall, and Smith (1969). The questionnaire has 30 questions and answers for the five-point Likert scale from 1 (strongly disagree) to 5 (strongly agree). And the number of articles scoring will be

reversed. Hulin et al. (1969) Validity of this questionnaire reported good construct validity. Smith et al (1987) reported the retest reliability coefficient of the questionnaire (from 2 to 4 months) 0.53 to 0.75 (Bemana, Moradi, Ghasemi, Taghavi, & Ghayoor, 2013).

Khosravi (2009) calculated the reliability of the questionnaire using Cronbach's alpha coefficient for the total scale of 0.95 that indicates questionnaire has acceptable reliability. In the present study is to evaluate the reliability of this instrument was used Cronbach's alpha coefficient was 0.76, indicating the high reliability of the questionnaire in the study.

2. General Health Questionnaire (GHQ)

General Health Questionnaire devised By Goldberg and Hillier (1979) and by (Taghavi, 2002) has been translated into Persian and designed to detect mental disorders that affect the progress of psychiatry and behavioral science research. Scoring test, based on 4-point Likert scale at all (0) more than usual (4). More score on this questionnaire, the indicator is undesirable subjects. Michaeli Manee, Ahmadi Khouiee, and Zaree (2011) to calculate the credit using the General Health Questionnaire scores correlated them with the PSE scale and reliability 0.76 has reported. Chong and Wilkinson (1989) The reliability of the questionnaire in Chinese Using test-retest intervals of 2 to 4 weeks using the formula of Spearman's rank correlation coefficient was calculated at the rate of 0.55 and the coefficient of internal consistency of the questionnaire with Likert scoring method to rate 0.85 reported. In the present study, Cronbach's alpha reliability of the questionnaire obtained 0.70, which indicates good reliability of each of the subscales of the questionnaire.

3. Marital satisfaction questionnaire (ENRICH)

Enrich marital satisfaction questionnaire prepared by Larsen and Olson (1989), quoting Soleimanian (1994) which contains 47 articles and 12 subscales. Answer the Article to the Likert method and five option (strongly agree to strongly disagree) and scored 1, 2, 3, 4 and 5 and the number of articles. Scoring will be reversed. Olson (1989), Validity of this questionnaire reported good construct validity. Larsen and Olson (1989) obtains the reliability of the questionnaire in research on women and men 0.92. Which shows the high reliability of questionnaire. In this study, the reliability of marital satisfaction questionnaire with Cronbach's alpha was 0.84, that indicating the high reliability of questionnaire.

4. Self-Efficacy Scale (SS)

This scale prepared by Sherer et al. (1982). That has 17 articles and subject to any material on the basis of a five-item scale from strongly disagree (1 point) to strongly agree (5) responds. The minimum score is 17 and the maximum 85 and the number of articles scoring will be reversed. Sherer et al. (1982), Validity of this questionnaire reported good construct validity. In this study the reliability of this scale was obtained by Cronbach's 0.73 that shows the scale is high reliability.

RESULTS

Table 1 shown descriptive indicators relating to the variables.

Table 1. Results of descriptive variables

Statistical indicators	Mean	SD	Min	Max
Variable	85.82	9.83	61	114
Job Satisfaction	130.06	15.98	81	184
Marital Satisfaction	38.29	4.27	23	54
General health	31.53	7.78	6	53

Table 2. Correlation coefficients of the variables

Variables	Job Satisfaction	Marital Satisfaction	Self-Efficacy	General health
Job Satisfaction	-			
Marital Satisfaction	0.208**	-		
Self-Efficacy	0.644**	0.208**	-	
General health	0.417**	0.213**	0.353**	-

0.01 ≤ p , ** 0.05 ≤ p *

Table 3. Regression analysis between variables predict and Job Satisfaction simultaneous

RM	SR	F & p	Regression coefficients (Predictor variables)				Value Constant
			Statistical	Marital Satisfaction	Self-Efficacy	General health	
0.677	0.458	F =71.299 p=0.01	B	0.029	1.292	0.264	40.91
			β	0.047	0.561	0.209	
			t	0.982	11.21	4.17	
			P	0.327	0.01	0.01	

Table 4. Multiple regression predictor variables with job satisfaction of step by step

	RM	SR	F & p	Regression coefficients (Predictor variables)			Value Constant
				Statistical	Self-Efficacy	General health	
First step	0.644	0.415	F =181.01 p=0.01	B	1.484	-	29.982
				β	0.644	-	
				t	13.454	-	
				P	0.01	-	
Second step	0.675	0.456	F =106.48 p=0.01	B	1.308	0.273	44.345
				β	0.568	0.216	
				t	11.480	4.371	
				P	0.01	0.01	

CONCLUSION

The aim of this study is examine the relationship between marital satisfaction, self-efficacy and with job satisfaction of Employees National Bank in Ahwaz. The results showed there is a significant positive relationship between marital satisfactions with job satisfaction of Employees National Bank in Ahwaz. ($r =0.208, 0.01 > p$). The results of these findings are consisted with the results of the study by Colón-de Martí et al. (2009) and Rogers and May (2003). In explaining these findings can be said that there are satisfaction among family members, especially family and couple related With many factors outside the family such as the

job, So between all institutions, organizations and social facilities, family is a particularly significant role.

On the other hand, the results showed that there is a significant positive relationship between self-efficacy and job satisfaction among bank staff ($r = 0.604, 0.01 > p$). This result is consistent with the results of Moè et al. (2010). These findings can be said that Self-efficacy is an important factor in the formation competency and success in humans. Having an effective performance requires not only skill, but one must also have the ability to perform those skills.

The results showed that there is a significant positive relationship between general health and job satisfaction among bank staff ($r = 0.417, 0.01 > p$). This result is consistent with the results of Moè et al. (2010). These findings can be said that People with health problems most reactions are facing and anxiety in business environments, which causes deteriorate the quality of work. Lack of health staff and employees, causing a lot of pressure to in the workplace and while doing their jobs that the person suffers from anxiety, worry and anxiety and the satisfaction did not get from their jobs.

The results of this study, predict job satisfaction of employees of the variables of marital satisfaction, self-efficacy and public health. The results of regression analysis showed among the predictors, self-efficacy and public health had the ability to predict job satisfaction and explain 45.6 percent of the variance in job satisfaction in employees.

Limitation

The only tool used in this study was a questionnaire that aspect is self-reported, for this reason, bug-free and bias is not the answer. Another is that in this study, multiple regression correlation techniques to analyze the data, so the causal relationships between variables not studied.

Suggestion

1. In future research to measure the variables in addition to self-report questionnaires, interviews and observation of the behavior of subjects in concrete situations also is used.

2. Also it is recommended to managers and officials to enhance employee job satisfaction and organizational decision making participation in the affairs. Managers and officials also recommended enhancing employee job satisfaction and organizational decision making participation in the affairs.

3. To increase the job satisfaction of employees, the value of each job to explain them the workers the importance and value of their work and also be aware of their role in the organization works the value of staff job, trying to be more fulfilling and satisfying. Also, employees based on interest, ability and expertise are appointed to their jobs.

REFERENCES

- Ahmadi, K., Nabipoor, S., Kimiaee, S. A., & Afzali, M. H. (2010). Effect of family problem-solving on marital satisfaction. *Journal of applied sciences*, 10(8), 682-687.
- Bandura, A. (1977). Self-efficacy: toward a unifying theory of behavioral change. *Psychological review*, 84(2), 191.
- Barkway, P. (2006). Creating supportive environments for mental health promotion in the workplace. *Contemporary nurse*, 21(1), 131-141.
- Beehr, T. A. (2014). *Psychological stress in the workplace (psychology revivals)*: Routledge.
- Bemana, S., Moradi, H., Ghasemi, M., Taghavi, S. M., & Ghayoor, A. H. (2013). The relationship among job stress and job satisfaction in municipality personnel in Iran. *World Applied Sciences Journal*, 22(2), 233-238.
- Borgogni, L., Russo, S. D., Miraglia, M., & Vecchione, M. (2013). The role of self-efficacy and job satisfaction on absences from work. *Revue européenne de psychologie appliquée/European Review of Applied Psychology*, 63(3), 129-136.
- Chong, M.-Y., & Wilkinson, G. (1989). Validation of 30-and 12-item versions of the Chinese Health Questionnaire (CHQ) in patients admitted for general health screening. *Psychological medicine*, 19(2), 495-505.
- Colón-de Martí, L., Acevedo, L., & Céspedes-Gómez, W. (2009). Marital and job satisfaction among non-resident physicians at a Hispanic academic medical center, 2006-2007. *Boletín de la Asociación Médica de Puerto Rico*, 101(1), 36-41.
- Edalati, A., & Redzuan, M. r. (2010). Perception of women towards family values and their marital satisfaction. *Journal of American Science*, 6(4), 132-137.
- Goldberg, D. P., & Hillier, V. F. (1979). A scaled version of the General Health Questionnaire. *Psychological medicine*, 9(1), 139-145.
- Hazar, M., & Abedinirad, A. (1995). Management Principles and organizational behavior. *Tehran, Publisher Author*, 24-26.
- Hulin, C., Kendall, L., & Smith, P. (1969). The measurement of satisfaction in work and retirement. *Chicago, Rand Mc nally*, 75.
- Khosravi, A. (2009). A study of the relationship between job satisfaction and procrastination. *JOURNAL OF EDUCATIONAL LEADERSHIP & ADMINISTRATION*, 3(2), 125-141.
- Larsen, A. S., & Olson, D. H. (1989). Predicting marital satisfaction using PREPARE: A replication study. *Journal of Marital and Family Therapy*, 15(3), 311-322.
- Long, B. C. (1995). Stress in the Work Place: ERIC Digest.
- Lu, C.-q., Siu, O.-l., & Cooper, C. L. (2005). Managers' occupational stress in China: The role of self-efficacy. *Personality and Individual Differences*, 38(3), 569-578.
- Michaeli Manee, F., Ahmadi Khouiee, S., & Zaree, H. (2011). The effect of three life skills instruction on the general health of college freshmen. *Journal of Mazandaran University of Medical Sciences*, 21(85), 127-137.
- Moè, A., Pazzaglia, F., & Ronconi, L. (2010). When being able is not enough. The combined value of positive affect and self-efficacy for job satisfaction in teaching. *Teaching and Teacher Education*, 26(5), 1145-1153.
- Montazeri, A., Harirchi, A. M., Shariati, M., Garmaroudi, G., Ebadi, M., & Fateh, A. (2003). The 12-item General Health Questionnaire (GHQ-12): translation and validation study of the Iranian version. *Health and quality of life outcomes*, 1(1), 66.
- Quek, K. F., Low, W. Y., Razack, A. H., & Loh, C. S. (2001). Reliability and validity of the General Health Questionnaire (GHQ-12) among urological patients: A Malaysian study. *Psychiatry and Clinical Neurosciences*, 55(5), 509-513.
- Robbins, S. P., & Judge, T. (2012). Essentials of organizational behavior.
- Rogers, S. J., & May, D. C. (2003). Spillover between marital quality and job satisfaction: Long-term patterns and gender differences. *Journal of Marriage and Family*, 65(2), 482-495.

The Relationship between Marital Satisfaction, Self-efficacy and General Health ...

- Sadock, B. J., Sadock, V. A., & Levin, Z. e. (2007). *Kaplan and Sadock's study guide and self-examination review in psychiatry*: Lippincott Williams & Wilkins.
- Shafiabadi, A., & Khalaj Asadi, S. (2010). Relationship between Job satisfaction and mental health of the university staff. *Journal of Modern Industrial & organization Psychology*, 2, 27-33.
- Sherer, M., Maddux, J. E., Mercandante, B., Prentice-Dunn, S., Jacobs, B., & Rogers, R. W. (1982). The self-efficacy scale: Construction and validation. *Psychological reports*, 51(2), 663-671.
- Soleimani, A. (1994). *Survey the effect of irrational thinking (Based on cognitive approach) on marital satisfaction*. MS Thesis Consulting (unpublished work). Teacher Training University: Faculty of Educational Sciences[Persian].
- Taghavi, S. (2002). Validity and reliability of the general health questionnaire (ghq-28) in college students of shiraz university. *Journal of Psychology*, 5(4), 381-398.
- Zimmerman, B. J. (2000). Self-efficacy: An essential motive to learn. *Contemporary educational psychology*, 25(1), 82-91.