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The relationship between resilience and job satisfaction in employees of supporting institution of Hormozgan province

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A B S T R A C T

The aim of this study is to determine the relation between resilience and job satisfaction in employees of supporting institution of Hormozgan province. This study is an applied and correlation. The research population of this study is employees institutions support Hormozgan province (Imam Khomeini Relief Committee (RA), Social Welfare,) have been selected. The sample size was based on Morgan table 276 people and selected by simple random sampling. For data analysis Pearson correlation coefficient was used. In this study, two questionnaires of Connor-Davidson for Resilience and Herzberg for job satisfaction were used. Result showed that there are relation between resilience and job satisfaction in employees of supporting institution of Hormozgan province.

Keywords: Resilience, Job Satisfaction, Supporting Institution.

INTRODUCTION

Resilience, the capacity of people to stay healthy, strength and endurance in difficult conditions and unsafe that person will not only overcome the difficult situations but also during and despite the stronger it (Ungar, Liebenberg, Dudding, Armstrong, & Van de Vijver, 2013). Resilience may be applies behavioral phenomena in engineering, physiology, ecology and human behavior in a wide range of situations (Agaibi & Wilson, 2005; Shakerynya & Mohammadpoor, 2010).

Research has shown that three identifiable characteristics of resilience that help people exposed to stress and psychological trauma and emotional. These features include the ability to create a meaningful situation - a feeling of intimacy and emotional connection with the world and their level of mental flexibility (Zolkoski & Bullock, 2012). Employees with experience of the ability to better his experiences in the process of work, and whatever the age and experience of people in the organization increases job satisfaction increases.

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Significant relationship between burnout and resilience nurses(Holloway & Galvin, 2016; Schultz & Schultz, 2015).

there is a significant and positive correlation between coping strategies circuit with optimism as well as the resiliency with optimism in Students and There is a significant negative correlation between emotion-focused coping strategies and ineffective coping strategies with optimism students(Asadi, 2017; Moghaddam & Moradzadeh, 2015).

Between direct and significant relationship of resilience and life satisfaction reported(Samani, Jokar, & Sahragard, 2007). Resilience, the ability of human adaptation in the face of disaster or pressure position to cope and even reinforced by trade refers(Borkowski, Estrada, Milstead, & Hale, 1989).

Resilience, the ability to maintain homeostasis - a dangerous mental status(Samani et al., 2007). Jerusalem and Mittag showed that individuals with higher self-efficacy, coping better with life changes(Jerusalem & Mittag, 1995). Found male managers with a high degree of resilience despite the fact that throughout the life with stressful events experienced less disease and health greater (Gardner, 1999; Garmezy & Masten, 1991; Kobasa, 1979; Shearer & Karanian, 2017).

Resilience is the ability of the individual to maintain ecological balance - mental in dangerous conditions (Cutter & Davidson, 2003). The findings of Baldwin et al. 2010, Siebert, 2007 as resilience and optimism showed that there is a significant positive relationship between resilience and optimism. In addition, results showed that resilience and optimism positively and negatively associated with psychological distress. results as optimism, resilience and the relationship between them reported that between optimism and resilience positive relationship significant and communication the resiliency optimism is an important feature(Block, 2002; Gomez & McLaren, 2006).

According to the aim of this study is to determine the relation between resilience and job satisfaction in employees of supporting institution of Hormozgan province. Hypothesis of this study was to investigate the relation between resilience and job satisfaction in employees of supporting institution of Hormozgan province.

METHODOLOGY

This study is an applied and correlation. The research population of this study is employees institutions support Hormozgan province (Imam Khomeini Relief Committee (RA), Social Welfare,) a city (Bandar Abbas, Minab, Qeshm, Rodan, Jask) have been selected as a sample. The number of official staff social welfare and committee of five cities are 989 people. The sample size was based on Morgan

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table 276 people and selected by simple random sampling. For data analysis Pearson correlation coefficient was used. In this study, two questionnaires of Connor-Davidson for Resilience and Herzberg for job satisfaction were used. Connor-Davidson Resilience Scale is measurement ability to cope with pressure and threats, has been prepared. The questionnaire included 25 females five option and each options range from 0 to 4.

In study Besharat, et al (2007) Reliability and validity of the Davidson Resilience questionnaire was approved(HAGH, Kakavand, Borjali, & Bermas, 2011). In study Hagh et al (2011) the reliability of the questionnaire was tested using Cronbach's alpha coefficient alpha was 84%. In the present study, Cronbach's alpha coefficient was 90%. Job satisfaction Herzberg Scale prepare by Dalet and colleagues in 1966. Herzberg's two-factor based on a questionnaire which contains 72 questions that included both job satisfaction and job dissatisfaction that job satisfaction has been used in this study. There is a 7 point scale that one represents the lowest and 7 is the highest agreement with this question. Reliability coefficient calculated in this study, 94% is calculated.

RESULTS

The results show that the average age of the sample is 35.4 and Average years of service in the sample were 15.8 years.

Table1. The correlation coefficient between job satisfaction and resiliency

Variable	correlation coefficient	percentage of explained variance	P
job satisfaction and resiliency	66%	22%	1%

This table shows the correlation coefficient between two variables job satisfaction and resiliency. The results showed a high positive correlation between the two variables. The variance between the two variables is equal to 22%.

CONCLUSION

The aim of this study is to determine the relation between resilience and job satisfaction in employees of supporting institution of Hormozgan province. Hypothesis of this study was approved to investigate the relation between resilience and job satisfaction in employees of supporting institution of Hormozgan province. Due to the limitation of this study is to support institutions Relief Committee and social welfare of Hormozgan province; it cannot simply be generalized to other communities. One of the most important factors for job satisfaction to help employees, Change is in the development of relevant skills and resiliency. We pay attention to Skills such as flexibility, empathy, social skills with the concept of encouraging resilience in relation to the needs of our programs, and

it is necessary in our country investigated and examined to its position in preventive approach. We can say that those who have higher job satisfaction higher resiliency. It can be offered to other researchers to design appropriate training programs and create feelings and positive attitudes in person, so increased employee job satisfaction.

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