

The Factors Affecting Job Satisfaction: Considering an Structural Model

Hamed Mohammadi*

Abstract

The purpose of this study was to identify the dimensions and components of job satisfaction and provide a suitable model for it. Accordingly, the research design is survey. The statistical population included managers and employees of Mazandaran Province Gas Company (including 40 managers of a focal group of company with organizational grade 17 or more, and 149 employees of a focal group consisted of company experts with organizational grade 15 and 16). From this population, 17 managers and 48 employees were selected by stratified random sampling method. According to the research design, the instruments used in the study included documents, interview, and questionnaire (researcher-made). Data analysis was performed by one-sample t-test and structural equation modeling using SPSS and PLS softwares. The results showed that job satisfaction had three dimensions (environmental, individual, and social) and 14 components (workplace physical conditions, contingent rewards, supervisory style, quality, performance appraisal, personal promotion and development, job characteristics, job-employee fit, decision making skills, participation and teamwork, work-life balance, welfares, psychological condition of the workplace, and coworkers relationships).

Keywords: job satisfaction, job characteristics, job-employee fit

* Ph.D. Public Administration and Human Resources Expert of Mazandaran Province Gas Company, Sari, Iran (**Corresponding Author**) mohammadi.h.16@gmail.com