

Designing and Testing a Model of some Antecedents and Outcomes of Job Satisfaction

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Abstract

The aim of this study was designing and testing the antecedents (job engagement, organizational health and organizational culture) and the outcomes of job satisfaction (job performance and organizational commitment). The research population consisted of all teachers of Maragheh city. From this population, 330 teachers were selected through stratified random sampling method. Instruments used in this research were job satisfaction, job engagement, organizational health, organizational culture, organizational commitment and job performance questionnaires. The proposed model was tested through Structural Equation Modeling (SEM) and using the SPSS-23 and AMOS-23 softwares. For testing the indirect relationships, bootstrap procedure was used. The results of this study showed the acceptable fit of the model with the data.

Keywords: job engagement, organizational health, organizational culture, job satisfaction, job performance