

Investigating Individual, Social and Organizational Factors Affecting Teachers' Job Satisfaction

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Abstract

This study aimed to investigate the structural relationships of individual, social and organizational factors affecting teacher's job satisfaction. The design of this study was correlational. A sample of 150 teachers in Karaj city have been selected through cluster random sampling method. The instruments used in this study include Job Satisfaction Inventory and factors affecting job satisfaction inventory. The data were analyzed using SPSS16 and AMOS16 softwares and the Pearson correlation coefficients, and path analysis. Results showed that job benefits, work-life balance and job attitudes directly affected job satisfaction. Professional development, management support and spousal support through job attitudes affected job satisfaction. Spousal support and job stress affected job satisfaction through work-family balance. This model explained 53 percent of variance of job satisfaction. The model's fitting indices were appropriate. To promote job satisfaction of teachers, considering individual, social and organizational factors recommended.

Keywords: professional development, job satisfaction, management support, spousal support, work-family balance