

The relationship of Job Characteristics with Basic Psychological States and Job Outcomes in National Iranian Oil Company

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Abstract

Implementation and improvement of organizational processes extremely depend on the psychological states and matching these states with tasks and jobs. The main purpose of this study was to investigate the impact of level of job basic factors on employees' basic psychological states and impact of these states on job outcomes by Job Diagnostic Survey Test (JDST). Therefore among employees of National Iranian Oil Company, 1000 persons were selected by classified random sampling method. Finally data were analyzed with 757 questionnaires. The results showed the significant relationships between basic dimensions of job (skill variety, task importance, task identity, autonomy and feedback), basic psychological states (job meaningfulness experience, job responsibility experience and results awareness experience) and job outcomes (job performance and job satisfaction).

Keywords: job characteristics, job basic dimensions, basic psychological states, job outcomes