Relationship between Spirituality and Job Satisfaction

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Abstract

This study aimed to determine the relationship between spirituality, work environment and job satisfaction was carried out. The study population included all employees of the Department of martyr Foundation and veterans affairs North Khorasan 83 is formed. The sample consisted of 68 personnel from the series were selected using stratified random sampling. The instruments included a 17-item questionnaire of workplace spirituality (Standard) Included (sense of community teams, alignment of individual and organizational values, shared sense of community, a sense of pleasure from work, opportunities for inner life) the reliability of the questionnaire, 908 / 0 (both in scale from two questions composed and not be used to it Cronbach’s alpha calculated) is a questionnaire of 30 questions of job satisfaction (standard) (including the consent of the nature of the work, supervisor satisfaction, satisfaction with co-workers, promotion satisfaction, pay satisfaction (salary) Cronbach’s alpha coefficient obtained 92/0. data through Pearson correlation coefficient and significance test was analyzed with SPSS software. the results showed that job satisfaction variables the sense of community (05/0 P <) and alignment of individual and organizational values (05 / 0P <) there is a significant relationship. according to the results, with an increase (sense of community teams in line Yarzsh individual) job satisfaction staff increases.

Keywords: spirituality, spiritual work environment, job satisfaction, employee, martyr Foundation and veterans affair North Khorasan, job promotion.
Introduction
Organizations today are influenced by factors such as increased global competition, rapid changes, the need for quality and service delivery, limited resources and are under a lot of pressure. So if an organization wants to be a leader in the business and offer their services and does not fall behind in the competition, should the experts, creative and motivated is high. The indices measure the organizational excellence to each other, the employees of the organization that makes the loyalty and commitment to fulfill their duties with higher quality and increased performance, productivity and effectiveness of the organization. It is possible. The growing problem of workplace spirituality is important that employees have a lot of interest not only in personal spirituality but also in other levels of life experience. Call another benefit that contains the domain to promote spirituality for institutional interests can promote individual creativity and commitment to organizational goals developed. Job satisfaction is an important factor in the success of that increase efficiency, creativity and a sense of personal satisfaction, but job dissatisfaction leads to reduced performance and boo-boo is a lot of staff. The managers are different ways to increase your employees' job satisfaction. However, official health administrative system is ideal in its optimal point takes a value system. To the point where people have confidence fully aware of the administrative system and administrative system is also serving people. With the advent of the twenty-first century current workforce will be faced with growing uncertainty, information technology and globalization are forcing organizations to increase their flexibility, of the contemporary theorists believe that businesses face thinking and practice will change. Existing social organizations as pillars of their communities and to meet the expectations of the role of human resources is the most valuable resource for organizations. Therefore, in order to increase productivity and efficiency pay attention to the needs of employees and providing them mental and physical health and satisfaction, important finds (Land et al., 1390). Was once thought that satisfies everyone's needs reduces the resources and facilities. But today this theory has been completely ruled out (Asadi et al, 1380). Now think of it, the most important factor in organizations and the whole society, lies in the improvement of HR. It is therefore the organizations with the help of behavioral specialists and human resources, special attention to education, are paid. Login concepts like morality, truth, belief in God or a higher power, honesty, conscience, sportsmanship, tolerance at work and spirituality at work comes under the heading....... Work spirituality discuss new areas of knowledge management in organizations is about the importance of workplace spirituality, suffice to say that from the beginning of 1992, the volume of articles, books, conferences, workshops workplace spirituality has been a tremendous boost. As predicted in the spirituality of the main trends in the twenty-first century will be teaching provided in this new field, and at the same time weighty journals including the Journal, "Journal of organizational change management" for letters to the devotion.

Workplace spirituality literature
A) work place spirituality:
Introspective look or metaphysical, spirituality is an inner awareness that arises from within each person and beyond the planned values and beliefs. In fact, in this approach to spirituality and religion can be seen above the law. The existential approach, the main goal is to find meaning in work and working environment (Kryshnakvmar and See, 2002).are: traditional,
religion-oriented, humanistic, affirmative, skeptic (Mousavi, 1387). And Mitroff, Professor of Management, Spirituality and willingness to search for the ultimate goal in life, and to live according to the defined purpose (Mitroff and Denton, 1999).

In general, a sense of a feeling workplace spirituality integrity, continuity in the work and deeper understanding of the value of work (Markzvkyng, 2005). Spirituality at work, trying to cultivate sensitivity to the super personal, interpersonal communication, interpersonal communication and intrapersonal communication in working life is to human excellence bulk (prosper, 1385).

**The importance and necessity of workplace spirituality**

Since the beginning of 1992, the volume of articles, books, conferences and workshops workplace spirituality has been a tremendous increase ... In addition, in 1999 the Academy of Management, one of the most respected authorities in the world's last Group management expertise under the heading "management, spirituality and religion" was formed with it the legitimacy and support for new research and teaching in the field provided, and at the same time vazin journals, including the journal "Journal of organizational Change management" Special - are devoted to this topic (cultural, et al., 1385). Among the reasons for the importance and necessity of spirituality in the workplace spirituality can be noted in the following cases:

- Log spirituality and the environment, to staff the ability to give up the prospect of a more integrated into the organization, their families and communities earn.

- Today Looks employees wherever they work, something beyond the material rewards in their search. They are looking for something meaningful, inspiring and balancing the demands of their lives.

(is justified. Efficiency by combining two concepts of rationality and spirituality in organizations is possible (Abedi Jafari and prosper, 1386). Some researchers (Aschrag, 2000) According to a fundamental tension between the objectives of intellectual and spiritual evolution also accuse throughout work environments there is. Ashms and Dvchn (2000) causes the growth of interest in workplace spirituality, especially in the United States are as follows:

- Downsizing, reengineering, and large enterprises in the past two decades, which caused the suspension of work in the United States to become an inhospitable environment for working.

- The fact that the working environment is increasingly perceived correlation to most people as the primary source. The reason for this decrease relationships with family, neighbors, churches and civil groups.- Access and more curious about the philosophy, culture, and customs of East Asia, such as Zen Buddhism, Knfsyvsysm, that encourage on such values as loyalty groups, seeking spirituality in every action and ... suggested.

- Population growth, the aging world population, feelings of uncertainty and closer to death, and thus tend to ponder about the meaning of life.

- Increasing pressure of global competition that has led to organizational leaders understand that creativity must be nurtured.

Gregory Pearce, editor of a publication and founder of "business leaders for perfection, morality, and justice", states: "We often spend a lot of time to work here. If there is a shame to not see God "(Bradley and Cowen, 2003). Organizations are now increasingly, worthlessness financial success have grasped the expense of human values, and in the new millennium in order to help employees balance their work and family life and workplace
flourish build the capabilities of potential in new ways have (Marques et al., 2005). Flexible and creative paradigm spirituality has emerged in response to the needs and pressures and many researchers have confirmed this (Shms and Marquez, 2000); (Marques et al., 2005). Login concepts such as morality, truth, belief in God or a higher power, honesty, conscience, magnanimity and forgiveness, trust, forgiveness, kindness, feelings, thoughtful, Mnajvyy at work, relationship with colleagues, encourage collaboration, a sense of peace and harmony, altruism, and to research and management practices and business are all indicative of the emergence of a new paradigm. According to the researchers, this new paradigm workplace responds to modern mechanistic paradigm Dry (Bybrmn and White, 1997). At modernist paradigm of rational beings that action seeks to achieve more benefits, the economic Qlayy-inventory (Abedi Jafari and others, 1387). But the emerging paradigm of spirituality in the workplace, the aim of creating a balance between the material world and the spiritual in human life.and outside the organization. Vangrmarsh and Connell (1999) have predicted with certainty that this new paradigm proposed by Alvin Toffler's Third Wave, will be the fourth wave.

The concept of spirituality in the workplace

Consultants in organizational studies of the concept of spirituality in the workplace by Mylymn and colleagues (2003) have been used. In 2003 Mylymn and his colleagues that the next three after seven Ashms and Dvchn (2000) to measure spirituality at Karmtrh were selected and used in an experimental study of them. These three dimensions corresponding to the three levels of individual, group, and organizational include meaningful work at the individual level, a sense of solidarity in the department, and alignment with the values of the organization at the organizational level. The following illustration shows concept. These three dimensions are further elaborated.

Table 2-2: The concept of spirituality in the workplace at three levels: individual, group, and organizational.

A fundamental aspect of spirituality in the work includes a deep sense of meaning and purpose at work. This dimension of spirituality in the workplace, specifies how employees in their daily work at the individual level interact. Another essential aspect of spirituality at Karshaml a sense of connection and is a feeling of deep solidarity with others (ibid, 2000). This dimension of spirituality at work in human behavior occurs group level and on the interactions between staff and colleagues suggests. This level of spirituality at Community Karshaml mental, emotional, and spiritual well-being of employees is in working groups. The third dimension of workplace spirituality, experience a strong sense of alignment between the values of individual employees with the mission, mission, and values of the organization.the organization is concerned for the welfare of employees and their correlation (Shms and Dvvchn, 2000).

B) The theoretical literature on job satisfaction

The definition of job satisfaction

he had, will have a certain amount of job satisfaction. This issue has attracted the attention of most managers and Szamanhira to discuss job satisfaction. Job satisfac- tion is an important factor to increase efficiency and personal satisfaction in the organization as well. Managers in various ways seek to increase their job satisfaction .provide individual, the person will be satisfied with his job, but if the job does not provide for an optimal
satisfaction and pleasure, one begins to blame job and, if possible, will leave their jobs. "Hapak" complex and multi-dimensional concept known job satisfaction and psychological factors, physical and community has in his opinion the mere existence of an agent, not an individual job satisfaction. But a combination of different factors will cause the person to feel satisfied with their jobs at a certain moment (Darwish, 1389).

A variety of job satisfaction "Ginsberg" and colleagues, job satisfaction is divided into two kinds of inner satisfaction and contentment have exterior.

1) inner satisfaction
   Second pleasure of seeing progress or do some social responsibilities and the appearance of the human individual tastes Tvanayyhav (Darwish, 1389).

2) external consent
   Employment conditions and working environment associated with the ever-changing and evolving. Of external factors such as satisfaction, working conditions, wages and bonuses, type of work and the relationship between the worker and the employer can be named. This species appears to internal factors, including the characteristics and individual factors are, in comparison with external factors such as working conditions, greater stability. So perhaps the inner satisfaction is more stable than the outer satisfaction, job satisfaction is the result of the interaction between internal and external satisfaction. Create job satisfaction among employees is probably not high speed, but with a very high acceleration is destroyed.

Job satisfaction and customer orientation
   Customer-oriented part of the revolution, requires re-examination of traditional structures and ways of thinking and working is traditionally look to Sazmanhabh was as follows.change in the organization, the message must be that the customer is more important than Mdyrand if the customer is the boss, the pyramid organization, should be from top to bottom, as shown below reversed.

   Recent played a major role in this structure, those who have contact with customers, clients' attitudes about the institution's front-line employees to form for the customer, these people (servants, ticket sellers, shipping agents, and employees behind the counter) in indeed, the "organization" are in immediate types of enterprises, concerns customer demand for staff is not what managers want to lead. There is another important fact that service quality frontline employees, offers not only managed to Nhvdh the forefront, but also depends on the quality of service they receive from internal departments. Customer service chain, a chain that through the products and services provided by IIS, you connect to your client and your team, and whatever your job is, in chains, rings are connected .the next ring offer, customers outside the organization, will benefit from the advantages of excellent service. The service before it is issued, shall exist within the organization and by this, a positive, encouraging, supportive and reassuring. Managers should note that "the most important element in creating a positive work environment, their personal behavior (the position of director of the organization) and work environment also shapes the attitudes of employees from work (job satisfaction) is. So invest in it, invest in-service performance counts."

The opinions and views available for job satisfaction
   Numerical concept of multiple and sometimes conflicting views on the definition of "job satisfaction" is shaped and developed.

-Some experts consider such Herzberg it has two dimensions. According to Herzberg These factors include: the attitudes and perceptions of employees, governance practices, policies,
organization, nature and extent of supervision, job security, working conditions, status, salary levels, the establishment of mutual bilateral relations, supervisors, peers and subordinates and employees' personal lives. These factors may not be satisfied with such employees who leave the organization and endanger its existence. So Herzberg these factors to preserve the health of the organization are essential. So the absence of the second group considered synonymous with lack of attitude. It Herzberg motivation factors are: business success, recognition and appreciation of their work, professional development, personal growth and job nature and duties.

Some one-dimensional and include answers to these two questions it recognized that:
A) Now, how satisfied are you with your job? B) To what extent will bulk satisfied with their jobs? Many scholars believe the difference between what the person is currently looking at what it is, can be an indicator of job satisfaction. Porter, Lafkvyyst, Davis and Holland from this category Koppel And.az other hand I am also believes that areas such as counseling psychology researchers tend to "job satisfaction" the difference between what one is, to define what is demanded (Soltani, 1384).

The third category believe many of conceptualization and definition of "job satisfaction" involves a process of evaluation. While they welcome and positive emotional state it knows which is the result of job evaluation or job experience. But Smith thinks that the range in which the working environment, to meet individual demands. Or Robbins says that "job satisfaction" as the difference between the numbers of rewards that an individual receives a bonus amount he thinks he should get. In other words, it can be an evaluation process that a person is defined by what it is against what they called the study shows. In total, about job satisfaction, various theories have been proposed. (Brophy) theories of job satisfaction are divided as follows.

Theory of Needs
There remains work to provide. The conclusion of the review of the first and second factors, determines a person's level of job satisfaction.

Expectations theory
Expectations are effective in determining the type and level of job satisfaction. If the expectations of the job are high, usually the last and most difficult job satisfaction is achieved. For example, a person may be satisfied if his job to be able to fulfill all the expectations set through employment. Of course, such a person is far later than the person who has the lowest expectations of the job, job satisfaction will be. Thus, the concept is quite unique and individual job satisfaction and factors, the amount and type it in each individual case must be separately examined.

The role of theory
In this theory to the social and psychological aspects of attention. In social aspects, factors such as organization of workshops and conditions of employment and job satisfaction is concerned. These factors include external conditions job satisfaction. Psychological aspects of job satisfaction, more affected expectations. Overall satisfaction, a result that is achieved by combining two social and psychological aspects (Darwish, 1389).

Hypotheses
According to the above cases it is natural to assume the role of spirituality and work environment and job satisfaction is directly proportional. The reason for this can be paraphrased as follows: employees who feel they have deep meaning than just being very
important work done. Such employees will probably have a great work ethic, and to act spontaneously and self-control; and for example, even when you have not control over them, the rules are respected. Such staff are trying to do their best and always, information, knowledge, and their skills are kept up to date.

Such employees to help other members to better perform their duties. For example: An employee may be absent or to his colleagues that his size is relatively large, help .a more friendly atmosphere in their organizations and improve performance. work better and improve the image of the organization are sensitive. Such employees are keen to participate and take responsibility in organizational life. The staff will eagerly help others, e specially those who have work-related problems, causing the organization to improve overall performance .the staff know their backup and actually not separated themselves from the organization.

Discussions of spirituality in the workplace have a direct impact on job satisfaction can conclude. Another point in support of spirituality in the workplace the employees' job satisfaction is that in previous studies, including research Mylynn and colleagues (2003) found that spirituality in the workplace, the causes of job attitudes) such consent. job, organizational commitment, job involvement, reducing the intentions are out of service. On the other hand has been proven in various studies job attitudes, job satisfaction are the risk factors (Williams and Anderson, 1991; Kim and Mabvrg, 1993; Moorman et al., 1993; Kurt concrete and Brown, 1997; Chen and others, 1998). Thus, we can conclude that this kind of spirituality in the workplace indirectly through attitude affect employees' organizational citizenship behavior.

According to the above main hypothesis of this study are as follows:
To better understand this relationship, the effect of spirituality on the user's environment on the behavior of individual citizens also tested. So next assumptions of the study include:
The main hypothesis: between spirituality working environment and job satisfaction of employees martyr Foundation and the Department of Veterans Affairs North Khorasan there. Bhtryan also to understand the relationship, workplace spirituality effect on job satisfaction has also tested. So next assumptions of the study include:
First hypothesis: the sense of community and team job satisfaction martyr Foundation and the Department of Veterans Affairs North Khorasan there.
The second hypothesis: the alignment of personal and organizational values and job satisfaction martyr Foundation and Veterans Affairs North Khorasan.

Research Methodology
The method set of rules, tools and valid (reliable) and systematically to check facts, discover the unknown and achieve solutions to problems (soil, 1387). This type of research can be considered an applied research.
A correlational study of quantitative research strategies in the field of organization and management. Cross reference to the research procedures in which researchers on a sample or society as a whole runs a correlation to the attitudes, thoughts, behaviors or traits describe society. Descriptive study in order to determine and describe the characteristics of variables is done in a situation (Danaeefard et al., 1387).the type is(descriptive, correlational, survey. ( Variables:
Workplace spirituality as the independent variable and job satisfaction is considered as the dependent variable.
Statistical Society:
The population of the desired number of elements that are characteristic of at least one (Azar and Momeni, 1380). Also Creswell, society knows that a group of people have a common characteristic that distinguishes them from other groups (ibid.). Therefore, in this study all employees martyr Foundation and the Department of Veterans Affairs North Khorasan among the study population, which numbers 83 persons.

Sampling method and sample size:
Examples include a limited number of population which express the main characteristics of the population (ibid.). In other words, some but not all elements of society can sample form (Danaceefard et al., 1387). Of the population mentioned above, based on the proportion of population size Cochran sample size, sample size required for 68 patients in the study were considered. This number in order to increase the statistical power of the results of the statistical analysis is intended. For instance decisions based on stratified random sampling from the list of employee names and practice.

Data collection
The data collection methods generally can be divided into two categories, the library and the methods Taksim Square. In this study, to collect data to answer the research question, the field method is used, as well as library methods such as reading books, articles, magazines, research projects and Internet database for writing the literature and theoretical foundations have used.

The data collection tool
A questionnaire is the primary means of collecting information relating to the validity and reliability of operations have been performed on it.

questionnaire
To collect data you want to test the hypothesis and also measure employee opinions martyr Foundation and Veterans Affairs, of questionnaires were used. Developing the questionnaire for this study from two questionnaires by a resident of workplace spirituality (1390) and job satisfaction by Smith, Kendall, Hulin (1987) was used.

Likert an interval scale is composed of a number of phrases and response options (khaki, 1378). The following table is an example of the questionnaire Likert scale used is displayed.

Statistical Methods
Methods and statistical techniques used to analyze the data:
In each study raw data obtained when the information is usually in the form of an irregular set. Therefore, in this study to describe the data and observations of descriptive statistics such as mean, standard deviation, and frequency of frequency tables, graphs were used. Information descriptive tables and frequency graphs based on age, gender, work experience, education Shd.v set in inferential statistics, Pearson correlation coefficient and multiple regression analysis (stepwise) was used. All analyzes were conducted with SPSS statistical software.

Methods of data analysis and research findings
To test the hypothesis, the Pearson correlation coefficient using software from SPSS 20, was used to measure the correlation between variables. Pearson correlation coefficient between
spirituality working environment and job satisfaction (546/0) was the amount at 95/0 was significant. Pearson correlation table between spirituality Zyrntayj work environment and job satisfaction shows and as you can see, all variables (except components for the inner life opportunities) there was a significant relationship together. Correlation of workplace spirituality with job satisfaction.

Discuss:
According to the results of research and testing to the conclusion that spirituality autonomy and job satisfaction are interdependent. And there is a significant relationship between spirituality working environment and job satisfaction. Considering the high rate of spirituality in Iranian employees, could be through proper education in the organization to achieve valuable benefits such as job satisfaction. It is proposed that the recognition and strengthening of spirituality on the staff of the senior managers is considered more.

And the sense of community between job satisfaction martyr Foundation and the Department of Veterans Affairs North Khorasan There is a significant relationship. Alignment between personal and organizational values and job satisfaction martyr Foundation and the Department of veterans affairs North Khorasan There is a significant relationship.
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