



**International Journal of Biology, Pharmacy
and Allied Sciences (IJBPAS)**

'A Bridge Between Laboratory and Reader'

www.jjbpas.com

THE RELATIONSHIP BETWEEN MENTAL HEALTH AND JOB SATISFACTION OF BASIC NEEDS

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ABSTRACT

The main objective of the present study was to investigate the relationship between job satisfactions is a fundamental psychological needs and descriptive survey research method, the target application and the nature of work is a correlation. Correlation test was used to analyze the data. The results showed that the satisfaction of basic psychological needs, and there is a significant positive relationship between job satisfactions. Also, the need for autonomy, competence and job satisfaction associated with a significant positive correlation was observed.

Keywords: Mental health, Job satisfaction, Basic needs

INTRODUCTION

The role of human resources to maintain can be stated that no matter how sophisticated the technology strategy and is still the key to its success , the human factor and the global economy more competitive pressures placed , skilled manpower management over throughput will ever care [1]. Manpower

loyal, satisfied, consistent with the goals and values of the organization and maintain a membership organization that is willing to work beyond their duties, may be an important factor in the effectiveness of the organization [2]. Every organization needs to achieve its goals to various sources, and

undoubtedly the most important resource in any organization is its personnel [3]. Human needs physical, social and psychological, which provides life satisfaction [4]. Among the factors influencing job satisfaction of basic psychological needs are met. Henry Murray in 1938 the first studies to show that the structure of the basic psychological needs have a long history of social psychology and personality [5]. If the basic psychological needs are met sense of confidence and self-esteem of people formed, but in case of refusal or failure to meet these needs, a sense fragile, negative a foreigner and your will be critical [6]. Basic psychological needs are met as a motivational factor that is important for mental health [7]. Job satisfaction is one of the most important factors in the development of an organization. The studies in this area indicate that increased job satisfaction, creativity and productivity of individuals and increase incentives to work longer and reduces absenteeism [8]. Job satisfaction is a subjective phenomenon is the result of synchronization between attitudes and behavior [9]. Job satisfaction is a set of emotions and beliefs that people have about their current jobs [10]. As the level or degree of job satisfaction of their employees like to be defined [11]. In one study, on 10 plants showed Bulgarian basic needs in addition to

employment incentive compatibility also predicts job [11].

According to research by Costner, Ryan, Brynr and Hall (2001), Fehling, Bvjyanv and Barrett (1990) and Sheldon, Connecticut (2001), the intrinsic motivation, satisfaction of basic psychological needs and creativity, there is a significant relationship (the Quote from *Salimi et al.*, 2012) [12]. According to the study, "Dvryz" (2011) satisfy basic psychological needs of autonomy, competence and continuity, with internal goals (mastery orientation - decision) and positive relationship with extrinsic goals (performance orientation) are negative associated (quoting Dftarchy and Shaykh al eslami, 2012) [13].

In one study, Sheldon, Ryan and Reese daily variations in experiences of autonomy and competence tested. They found that individual differences in the degree of autonomy and perceived competence are associated with psychological well-being [10]. Mirzamohamadi and Zahedi (1385), Maslow's hierarchy of needs supply relationships with job satisfaction of school administrators found that , between the supply and the job satisfaction of managers Maslow's hierarchy of needs , there is a significant relationship . Between gender and education, training managers, there is no relationship with job

satisfaction. Moradi *et al* (1393), in his study of the social protection, basic psychological needs and psychological well-being: an examination of a causal model of working women began. The results showed that social support direct and indirect effects, the need to communicate the need for competence, being of women working there [14]. Salimi *et al* (2012), in research on the relationship between mental health and creativity to fulfill the basic needs of female students and male high school student, found that the relationship between creativity, autonomy, and qualifications of a prediction [12].

Given that one of the factors influencing the growth and development of the teaching, teachers are. Identify the needs of this segment of society and trying to fix them, to enhance job satisfaction is the main goal.

MATERIALS AND METHOD

Descriptive survey research method, the target application and the nature of work is a correlation. The study will comprise all teachers of Mahabad city population of 2397 persons. The random sample (stratified and simple) was selected. To obtain a sample size of Cochran formula is used. 331 samples were estimated between periods of study and sex ratio was compared. Designed to collect data relating to fundamental basic requirements of a standard questionnaire and job satisfaction

questionnaire was used researcher made. The reliability of basic psychological needs satisfaction 810/0 and 871/0 respectively.

RESULTS

According to **Table (1)** and the p value obtained according to the Spearman correlation coefficient (0.000), the level of significance (0.05) under the null hypothesis is rejected and it can be argued that between two variables "fundamental psychological needs" and "satisfaction" there is. Also, due to the positive correlation coefficient (0.508), and it can be concluded that the direct relationship with the satisfaction of basic psychological needs, job satisfaction increases.

According to **Table (2)** since the p value obtained in the Spearman correlation coefficient (0.000), the level of significance (0.05) under the null hypothesis is rejected and it can be argued that between the two variables ' need for autonomy "and" job satisfaction "there is. Also, due to the positive correlation coefficient (0.358), the relationship is directly and we can conclude that the fulfillment of the need for autonomy, job satisfaction increases.

According to **Table (3)** and given that the p value obtained in the Spearman correlation coefficient (0.000), the level of significance (0.05) under the null hypothesis is rejected

and it can be argued that between two variables "eligibility requirements" and "satisfaction" there is. Also, due to the positive correlation coefficient (0.329), the relationship is directly and we can conclude that the fulfillment of required competencies, job satisfaction increases.

According to **Table (4)** since the p value obtained in the Spearman correlation

coefficient (0.000), the level of significance (0.50) under the null hypothesis is rejected and it can be argued that between two variables "having a relationship "and" satisfaction "there is. Also, due to the positive correlation coefficient (0.388), the relationship is directly and we can conclude that the fulfillment of the required communication, job satisfaction increases.

Table 1: Spearman correlation test results of basic psychological needs and job satisfaction

Psychological needs	Job satisfaction	
	The correlation coefficient	Sig.
	0.508	0.00

Table 2: Spearman correlation test results need autonomy and job satisfaction

Need autonomy	Job satisfaction	
	The correlation coefficient	Sig.
	0.358	0.00

Table 3: Spearman correlation test results required competencies and job satisfaction

Required competencies	Job satisfaction	
	The correlation coefficient	Sig.
	0.329	0.00

Table 4: Spearman correlation test results require communication and job satisfaction

Require communication	Job satisfaction	
	The correlation coefficient	Sig.
	0.388	0.00

DISCUSSION

Satisfaction of basic psychological needs is a significant positive relationship with job satisfaction. Ahmadian *et al* (2012) found that satisfy the basic needs of the psychological wellbeing of a significant relationship [15]. Research results Doryz (quoting Daftarchy and Shaykh al Eslami, 2012), is consistent with the findings of the present investigation

[13]. Satisfy the requirements of autonomy and a significant positive relationship with job satisfaction. Ahmadian *et al* (2012), Elliott and Mac Gregor (2001) (quoting Daftarchy and Shaykh al Eslami, 2014) [13], Lee and Turban Sheldon (2003) (Ibid), Rio et al., (2004) (ibid) also found similar results. Satisfy the requirements of competence and positive relationship between job satisfactions

is significant. Ahmadian *et al* (2012), in their study of the relationship between two variables is proved. So if you feel that teachers engage in effective learning environment and learning environment for the development and promotion of their own talents and skills and become more effective in their teaching activities; they will lead to job satisfaction and thus the quality of education will result [13]. Johnson and Van Yprn 2004 (quoting Daftarchy and Shaykh al Eslami, 2014), Ahmadian *et al.* (2012), reached similar conclusions in their research. If teachers in relation to others and its consequences have confidence and be protected by the organization, result - but not job satisfaction [13, 15].

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