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THE RELATIONSHIP BETWEEN IDENTITY STYLES AND EMOTIONAL INTELLIGENCE WITH JOB SATISFACTION AMONG PASARGADAE CITY SANITATION WORKERS

[1]BANAFSHEH PAKRAVAN, [2*]SIROS SARVGHAD

[1]Department of Psychology Marvdasht Branch Islamic Azad University Marvdasht Iran

[2]Department of Psychology Marvdasht Branch Islamic Azad University Marvdasht Iran

Corresponding Author: Siros Sarvghad

ABSTRACT

This study examined the relationship between identity styles and emotional intelligence and job satisfaction of health workers in Pasargadae is carried out. In order to reach our goal of Boushehr 132 employees randomly selected to answer the research question. Evidence for the validity and reliability of research (if that is also visible in the third quarter), indicating that the validity and reliability of the research instruments was satisfactory. The data from the questionnaires were analyzed using Pearson correlation and regression. The result showed that the identity of styles, there is a significant relationship between EI and job satisfaction, Between identity styles and job satisfaction, there was a significant relationship between the dimensions of Emotional Intelligence, Job Satisfaction, Identity styles can predict job satisfaction, job satisfaction dimensions of emotional intelligence can predict.

Keywords: Job Satisfaction, Emotional Intelligence, Identity styles.

INTRODUCTION

The great importance of the role of human resources in promoting economic development and social and cultural elements are most effective. Economic and social development, mobilizing manpower committed, skilled, skilled and continuously enhance the skills he's inevitable. Human efforts have always maximum results with minimum resources available to achieve. These efforts can be called to achieve higher productivity (Powell & Meyer, 2009). Emotional intelligence can be another important factor in happiness and joyful people. . Researchers believe that Emotional Intelligence, preparing people to deal with

problems and strengthens positive behavior is adaptive. Emotional intelligence also subjective feelings of belonging, acceptance and interest, love and be loved refers to any person creates a secure connection that in this respect the basic features, feel close to the (Branall & Schumaker, 1981; quoted from Qalati, 2001). In addition to emotional intelligence, another factor that has an impact on human resources, is the style of identity. Berzonsky (1990) by examining the cognitive and social infrastructure status identity styles, three light information, normative and diffuse / avoidant be assumed. One of the factors that affect organizational behavior into the individual job satisfaction. Job satisfaction, positive and negative emotions and attitudes that we reflect about their jobs that depend to a large number of work-related factors Ranging from where we are to where we get a sense of fulfillment in their work to continue (Mahdad, 2005). Several factors may affect the job satisfaction, such that it can be difficult to identity style noted that identity styles of living and working poor are usually not satisfied and it can lead to job has his job satisfaction. Identity, an image and its mental representation of the people in terms of cognitive processes and social and self-made theories to solve personal problems and making decisions, the use of light with different. the styles,

ways of processing information and deal with the problems caused by crisis identity (Duries et al., 2004). Considering the role that identity styles and emotional intelligence can be individual work and family life, the study seeks to determine if the identity styles and emotional intelligence are related to job satisfaction? The relationship between emotional intelligence and health, many previous studies have shown that people who have high emotional intelligence They are lower than those that emotional intelligence significantly higher physical and mental health, are important (Wells, 2000). Given that research on identity styles and emotional intelligence and their relationship with job satisfaction, will lead the researchers to conclusions about how to plan for the selection and hiring of employees in the organization or even achieve, This leads to increased productivity in the organization will also be important.

1) Emotional Intelligence

Emotional intelligence is a set of non-cognitive abilities (competencies and skills), which is the ability to cope successfully with the demands, requirements and environmental pressures influence (Patton, 2000, quoted by Aghayari and Sharifi Daramadi, 2008).

2) Identity style

Refers to the strategies that individuals in positions of decision-making and problem-solving prefers to use (Berzonsky and Kok, 2005). 3) job satisfaction and job satisfaction in the most general sense of the word is the emotional state of happiness or positive part of the job evaluation or job experiences a person loses his (Anderson and Anakypryanv, translation Jabari and et al., 2008). This questionnaire has five subscales, which include the nature of work, supervision, salary, promotions and colleagues.

History Research

A) Studies abroad

Chen et al (2009) study as the relationship between the distressed and job stress, organizational support and job satisfaction showed a significant relationship between the level of job satisfaction are distracted while and if management assumptions according to the stress There is a negative relationship between employment and job satisfaction. However, while the distracted and stress that the additional burden of work and interaction between stress (ambiguity and contradiction), which is negatively related to job satisfaction. Gannon (2004; quoted in Yaylagh and Shokrkon and Haghighi, 2009) research showed that emotional intelligence is directly related to life satisfaction. It means that the high emotional intelligence, life

satisfaction and more people and vice versa.

Vivan (2003) as the relationship between identity management and academic success of the students showed that male and female students in informational and normative identity styles there is a significant difference. In fact, the style of female students than male students were informational and normative identity. Stratton and Reid (2003), based on his research, emotional literacy to reduce social problems and conflicts and crime have advised. Low emotional intelligence issues such as violence, depression, addiction and related crime. Because all these things we have to deal with low emotional intelligence show. (Goleman, 1999; quoted by Tabe, 2007).

B) Research conducted in the country

Bahadori Khosroshahi and Alilo (2012) examines the relationship between styles of identity management as students have done with the meaning of life. The results showed that the meaning of life with a positive and significant relationship informational and normative identity styles and disoriented style avoiding significant negative relationship.

Parsa Nejad(2011) study as regards organizational creativity and job satisfaction and job stress among employees of Agricultural Jihad Organization of the province came to the

conclusion that the dimensions of job satisfaction, stress and negative and significant relationship between the size of the organizational creativity there is a negative and significant relationship between job stress and job satisfaction is a better predictor for stress.

Research Michaeli (2010) showed that women and men informational and normative identity style / disoriented style avoidance higher average.

Beyrami (2010) in a study to compare the styles of identity, the identity of male and female students, the results showed that the information and diffuse light in both male and female students there is a significant difference. The identity of the suspension, as soon as the early identification and confused identity between male and female students there is a significant difference. Omidian and Shokrkon (2004) identified in the survey showed that male and female students in terms of identity, the only significantly different between the sexes was disoriented and boys achieved higher scores than girls. In the opinion, in any case not significant, but in interpersonal score confused identity was higher in boys.

RESEARCH METHODOLOGY

The research is descriptive and correlational method

Statistical Society

The population in this study includes all employees of city health workers are declared to 250 people in the 2013-2014 years are engaged to perform the task.

Sample size and sampling

The sample is based on Krejcie Morgan (1970), including 132 employees of the city of Pasargadae is the health network that was selected by simple random sampling.

DATA COLLECTION

Identity Style Inventory

Identity Style Inventory to assess the orientation identity by Berzonesky built in 1989 and was revised in 1992.

Reliability and Validity

Hashemi (2006) cited the validity of the acceptable range and reliability using Cronbakh's alpha coefficient cited 0/84. Berzonesky (1990), the report has 0/76 reliability with Cronbakh's alpha.

Schering Emotional Intelligence Questionnaire (1999)

Schering Emotional Intelligence Questionnaire (1999)

The questionnaire used to assess emotional intelligence by Schering (1999) made the questionnaire online by Mansouri (2002) has been translated into Persian, the questionnaire has 33 questions and the five elements (self-awareness, self-control, motivation, empathy and skill) is.

Reliability and Validity

Mansouri, the initial implementation of the first part of this test has been used which contains 40 questions and 7 question because of low correlation with total scores

was removed and the questions that considered final implementation of the 33 questions reduced a. He is also the internal consistency test 33 questions in the pilot study on a sample of 40 students of Tehran University, he is reported to vary from 0/85 Cronbakh's alpha. Reliability on rescue workers and was examined and Cronbakh's alpha coefficient was 0/82.

Job Satisfaction Questionnaire (JDI)

Job Description and Hyiolyn index by Smith and Kendall (1969) were built and one of the most common and is the most accurate measure of job satisfaction. The questionnaire consisted of descriptive phrases, and five measures of satisfaction Validity and reliability of job satisfaction (JDI) and Hiolyn studies by Kendall (1972) has shown that the reliability of the test and is acceptable (0/89) reliability coefficient subtests in reading 0/62 to 93/0 have been mentioned. The results of this test with other methods for measuring job satisfaction are valid.

THE DESCRIPTIVE FINDINGS

Table: Mean and standard deviation of emotional intelligence and its components according to sex workers

Standard deviation	Average	Number	Gender	Emotional intelligence and its components
3/38	24/01	76	**Man**	**Consciousness**
4/96	23/52	53	**Female**	
4/08	23/83	129	**Total**	
4/06	18/81	76	**Man**	**Self-control**
4/49	19/03	53	**Female**	
4/22	18/93	129	**Total**	
3/31	15/59	76	**Man**	**Empathy**
4/28	16/62	53	**Female**	
3/74	16/01	129	**Total**	
4/15	14/23	76	**Man**	**social skills**
4/43	14/28	53	**Female**	
4/25	14/29	129	**Total**	
4/15	18/97	76	**Man**	**Self-motivation**
4/52	18/47	53	**Female**	
4/28	18/76	129	**Total**	
13	94	76	**Man**	**EI General**
16/95	94/2	53	**Female**	
14/65	94/14	129	**Total**	

THE INFERENTIAL

First hypothesis: the style of identity, there is a significant relationship between emotional intelligence and job satisfaction.

Table of correlation between identity styles, emotional intelligence and job satisfaction

5	4	3	2	1	Variables	
				1	**Style Intelligence**	1
			1	-0/22**	**Normative style**	2
		1	0/31**	-0/26**	**Diffuse light**	3
	1	0/008	-0/128	0/07	**Emotional Intelligence**	4
1	0/43**	-0/183*	-0/19*	0/46**	**job satisfaction**	5

As can be seen in the table 0/46 correlation between job satisfaction is derived intelligence and style that is significant at a significance level of 0/0001. That is a significant correlation between these two variables. Also the normative style and diffuse style negative correlation with job satisfaction is achieved at the level of significance is significant 0/001.

The second hypothesis: between identity styles with job satisfaction is significant.

Direct relationship between job satisfaction and significant intelligence and style. Also the normative style and style confused with job satisfaction factor and significant negative correlation was found that an inverse relationship exists.

Hypothesis: There is a significant relationship between the dimensions of emotional intelligence and job satisfaction.

Between all the dimensions of emotional intelligence and job satisfaction are direct and significant.

The fourth hypothesis: identity styles can predict job satisfaction.

According to the regression coefficient (Beta), we can conclude that the most powerful predictor of job satisfaction is about style. T values also show that only about style alone is able to predict and control other aspects of job satisfaction.

Fifth hypothesis: the dimensions of emotional intelligence can predict job satisfaction.

Because the value of F (5/45) at the significant level P <0/0001 meaningful dimensions of emotional intelligence can then predict job satisfaction. Also according to the regression coefficient (Beta) can be concluded that the social skills of job satisfaction is the strongest predictor. T values also show that social skills and empathy component alone and with other aspects of control can predict job satisfaction.

DISCUSSION AND CONCLUSION

First hypothesis: the style of identity, there is a significant relationship between emotional intelligence and job satisfaction. Given the above, we can say that people who have high emotional intelligence are supportive to higher levels of job satisfaction.

The second hypothesis: between identity styles with job satisfaction is significant. Identity, one of the most important issues and challenges facing developing countries in the process of globalization and globalization will be addressing this issue seems inevitable, because it is short in this regard, with the creation of identity crisis, we saw a lot of confusion and chaos in the foundation Breaker Bvd.az Since individuals with informational style, actively and consciously engage in the search for and evaluate information and then use the appropriate information . Therefore, the organization can have a high

compatibility and given that for information to ponder their identity, trying to problem-oriented coping, rational cognitive style, need for cognition, cognitive complexity, targeted decisions, duty adoption of managed identity, show a positive correlation (Berzonsky and Kok, 2000) Fields of consistency in the organization are listed and therefore there is a positive relationship between job satisfaction style and identity information.

Hypothesis: There is a significant relationship between the dimensions of emotional intelligence and job satisfaction.

The results of this study with the results of Gannon (2004) are in line. Emotional intelligence can be thought of as someone who has the least amount of positive mental health. These people are aware of their own feelings and others. They are the positive and negative aspects of inner experience are opened.

The fourth hypothesis: identity styles can predict job satisfaction.

As can be seen multiple correlation coefficient between identity styles and job satisfaction is achieved at 0/47 and 0/22 are equal to the coefficient of determination. This means that 22% of job satisfaction scores change is explained by the identity of style. Also, because the amount of F (11/7) at the significant level P <0/0001 meaningful identity so styles can predict job satisfaction.

Fifth hypothesis: the dimensions of emotional intelligence can predict job satisfaction.

The results show that components of social skills and empathy alone and with other aspects of control can predict job satisfaction People who have high emotional intelligence are, to a greater extent capable of coping with problems and thereby problems his resolve, such people because of their high compatibility, you can have more interaction with colleagues and supervisors, and very satisfied in their jobs benefit.

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