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**THE RELATIONSHIP BETWEEN SUPPLIES MASLOW'S NEEDS PECKING  
ORDER AND JOB SATISFACTION OF PHYSICAL EDUCATION TEACHERS IN  
FARS PROVINCE**

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**ABSTRACT**

The present study was to investigate the relationship between the supply of Maslow's hierarchy of needs (physiological needs, safety, social, esteem and self-actualization) Satisfaction with physical education teachers in Fars province. This study is the correlation method. A total of 327 physical education teachers using cluster random sampling were selected from among physical education teachers in Fars province. To gather the necessary information, job satisfaction questionnaires Minnesota (1976), a standardized questionnaire assessing Asgharpour Maslow (2004) was used. The data collected using descriptive statistics (mean, standard deviation, etc.) Inferential statistics (stepwise multiple regression analysis, ANOVA, Pearson correlation coefficient and independent t-test (t.test) were studied. The results showed that: (1) the physiological needs, safety needs, social needs, respect and self-actualization independent positive and significant relationship with job satisfaction the level ( $p < 0.01$ ) levels of Maslow's needs can be provided there Dard.2- predict job satisfaction, physical education teachers. 3. Maslow's hierarchy of needs, job satisfaction and the provision of physical education teachers, there is no significant

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difference between men and women. Maslow's needs hierarchy and therefore provide physical education teachers play an effective role in creating job satisfaction.

**Keywords: Maslow's hierarchy of needs, job satisfaction, physical education teachers**

## INTRODUCTION

Nowadays, efficient and skilled manpower, the country's most valuable asset, so pay attention to human resource management of the most important organizations (Soltani, 2008). The need arises conditions of human existence, a human being who is in existence and continued survival. In fact, the condition of human nature and life suggests that the concept of need (Shojai, 2007). Maslow's hierarchy of human needs can be classified in 5 levels that include first-level physiological needs (food, clothing, housing, etc.), the second level safety requirements (job stability, job security, etc.) the third level is social needs (acceptance, belonging, love, etc.), the fourth level of esteem needs (respect, honor, respect, etc.), the fifth level of self-actualization needs. (Akhlaghi, 2008). To achieve the goal of the organization is necessary to identify the type and level of the motivational needs and in order to motivate people's actions. One of the very important issues in the management of human resources, meeting the needs of people and motivate them to raise the quality of work that can be found in the satisfaction of their jobs. Job satisfaction

and overall attitude about his job and is said above it means having a positive attitude towards work (Soltani Zarandi, 2009), Given the important role that it plays in the survival of an important theory in this field such as Herzberg's theory, the Netherlands, Braille and Maslow. According to the aforementioned factors affecting job satisfaction can be physical (physical, psychological) and spiritual (psychological) (Chanden, 1997), Education as one of the most productive organizations as one of the fundamental pillars for the development of education, culture and sports, economic and societal community is. It is necessary that each society to develop and progress to look at special education, and when such a comment is found, no doubt, the quality of education, teacher motivation, job satisfaction and the efficiency and effectiveness of human resources will be considered was. It should be noted that part of the human resources in education are physical education teachers in the development of sports infrastructure in the country can have a significant impact. To discover and nurture talents in different sports in schools as well as research and

quantitative research in conjunction with physical education teachers' job satisfaction and their effective role in the country's athletics, research on the motivational factors influencing satisfaction their job done. The factors affecting job satisfaction in recent years, much research has been done:

Ahmad Aref, research to investigate the role of confidence and optimism in job satisfaction among teachers of private universities in Bangladesh. The results show that confidence and optimism significantly positive relationship with job satisfaction. He now Scott Lowe, the effect of their salary and job satisfaction. Results showed that increasing employees' rights during impact and may work part-time has increased. As well as promoting job quality with no compensation relationship (Ken Wei Lu and Scott, 2007). Sharifabadi Jahromy a study to "evaluate job satisfaction of physical education high school male teachers education city", and the results showed that satisfaction with work component, supervisor, co-workers, pay and promotion of positive and significant correlation a. The relationship between the level of education, age, work experience and job satisfaction was not significant. The results of studies on the needs and job satisfaction due to the fact that one of the

factors influencing job satisfaction, motivation needs. Research on the relationship between these two factors among one of the most important jobs in society is very important and sensitive (physical education teachers) measure. Thus, this study seeks to answer the question of whether the levels of Maslow's needs (physiological, safety, social, esteem and self-actualization) significant relationship with job satisfaction of physical education teachers in Fars province there? Is predictive variables of Maslow's needs can predict job satisfaction of physical education teachers in Fars province? Finally, if the supply levels of Maslow's needs and job satisfaction of physical education teachers in Fars province on the basis of gender, level of education, teaching and education, there is a significant difference?

#### RESEARCH METHODOLOGY

This study was a descriptive study, in which the correlation coefficient is used. Its variables in this study, including physiological needs, safety needs and social needs with job satisfaction, physical education teachers, in terms of age, sex, education, respectively.

#### Subjects

The subjects in this study, the physical education teachers in the province, the

number of 2245 people. Of these, a cluster random sampling by Morgan 327 physical education teachers (167 males, 160 females) between the ages of 20-54 years were selected.

## RESEARCH TOOLS

To gather the necessary data from two questionnaires that have been used include the following:

1. Standardized Minnesota job satisfaction: the first in 1951 at the University of Minnesota by Brafyld and Ruth designed and implemented, which has 20 questions from the five-item Likert-type attitude.
2. The needs assessment questionnaire: the questionnaire in 1994 by Hamid

Asgharpour to assess the needs of the individuals in question has made analysis and includes 65 questions two option with Yes and No options, some questions positively and some negatively and some projects have been proposed in the questionnaire that respondents cannot be a uniform approach in response to the questions follow.

## Data analysis

In this study, to analyze the data, descriptive statistics (mean, standard deviation) and inferential statistics (regression analysis, Pearson correlation coefficient, test t.test) has been used and calculations using spss software was.

## RESULTS

Table 1 shows the mean and standard deviation demographics

Education	Grade	Age	Sex	
3/18	2/03	2/86	1/48	Average
0/611	0/849	1/045	0/50	standard deviation

Table 2 shows the relationship between job satisfactions Maslow physical education teachers correlation coefficient

correlation coefficient	significance level	The criterion variable	Predictor variables
0/720	0/000	job satisfaction	Physiological needs
0/823	0/000	Job satisfaction	Safety requirements
0/791	0/000	job satisfaction	Social needs
0/725	0/000	job satisfaction	Respect needs
0/890	0/000	job satisfaction	Self-actualization needs

Table 3 variance analysis between job satisfaction levels of Maslow's needs and physical education teachers

P	F	Mean square	Degrees of freedom	Total squares	
0/000	397/96	35174/468	5	175872/342	Regression
		88386	321	28372/013	left over
			326	204244/355	Total

Table 4 regression specifications and job satisfaction levels of Maslow's needs physical education teachers

<b>R<sup>2</sup></b>	<b>R</b>	1/86
0/861	0/928	<b>Regression</b>

Table 5 compares Maslow's needs and job satisfaction of male and female physical education teachers

<b>p</b>	<b>DF</b>	<b>t</b>	<b>Average</b>	<b>Sex</b>	<b>Variable</b>
0/328	325	0/980	45/75	<b>Man</b>	<b>Maslow</b>
			45/35	<b>Female</b>	
0/386	325	0/868	44/32	<b>Man</b>	<b>Job satisfaction</b>
			43/92	<b>Female</b>	

## DISCUSSION AND CONCLUSION

In this study, in conjunction with the hypothesis of the study that was done, that the first hypothesis concluded between Maslow's hierarchy of needs and job satisfaction of physical education teachers in the province there is a significant relationship. This finding is consistent with results "Habibi dew" and "K Sanai". So we can conclude that matches the needs of physical education teachers in their job satisfaction levels will be met. In the case of the third hypothesis findings suggest that Maslow's hierarchy of needs according to the level of significance, can change for physical education teachers to predict job satisfaction ( $P=0/000$ ). Finding "Bloom Hoff and Bagstvn" and "Kofi and Arco" is consistent. So it can be concluded that the cause of job satisfaction, physical education teachers, special needs, their physiological and safety needs, and to meet the needs of physical education teachers can make their job satisfaction. It needs to provide physical education teachers have the

ability to predict job satisfaction. In relation to the second hypothesis, the results showed that job satisfaction Maslow's needs, there is no significant difference between male and female physical education teachers. These results are consistent with findings of "Habibi" and "Calen and Corden" is consistent. These results indicate that meet the needs and job satisfaction between men and women is not significant So the effect on men and women almost equally, and as is the provision of job satisfaction have delivered the needs of men in women's satisfaction with the job. According to the results, we can say that different needs HR creating job satisfaction in people, and this will improve performance in the field of career Therefore, managers should pay more attention to the needs of people at different levels are.

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