THE RELATIONSHIP BETWEEN JOB SATISFACTION AND ITS ASPECTS WITH THE ORGANIZATIONAL COMMITMENT AMONG THE STAFFS OF THE YOUTH AND THE SPORT DEPARTMENT IN CHARMAHAL & BAKHTIARI

Abstract
In order to investigate the relationship between job satisfaction and its relation with organizational commitment of the staffs of the youth and sport office in Charmahal & Bakhtiari, 150 staffs in this office were selected as the samples. To collect data, there were used the job satisfaction questionnaires (Brown and Pierson, 1993) and the organizational commitment questionnaires (Allen and Mayer, 1991). To analyze data, there were used descriptive-deduction statistics of the factor analysis (Pierson correlation coefficient). Due to survey results, all components of the job satisfaction such as supervision 0.774, work 0.896, salary 0.753, upgrades 0.826 and general satisfaction 0.848 affect on the organizational commitment. There is some meaningful and direct relation between job satisfaction and its aspects with the organizational commitment. These results of this study, as other surveys, showed that the lack of the job satisfaction in every office causes forming non-commitment toward the organization. The managers should be ensured about the job satisfaction among staffs in order to prevent some internal problems in the organizations.

Key words: job satisfaction, organizational commitment, the youth and sport department