

*Full Length Research Paper*

# The relationship between job satisfaction of academicians and lifetime satisfaction

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In this study, the academic staff's job satisfaction and life satisfaction levels of differentiation were formed by their own working conditions between the different variables to determine whether or not the academic staff's working conditions have affected their job satisfaction levels, and in what direction has the effect of life satisfaction been revealed. To measure the relationship between job and life satisfaction, statistical analysis of data collected from 281 other programs were carried out using SPSS 11.0. The reliability of the data analyzed for internal consistency was measured, then the demographic variables associated with the dependent variable for analysis of variance was performed. Finally, correlation and regression analyses were carried out by applying the variable relationship between the "job satisfaction scale" determined by Cronbach's alpha values (0.74) and the "life satisfaction scale" determined by Cronbach's alpha values (0.77). The research was conducted with the survey method. The study sample comprised academic staff in public universities in Ankara Province. The "life satisfaction scale" developed by Diener and Industry (1985) and "job satisfaction scale" developed by Rothen and Brayfield (1951) were used. The results indicated that there is a relationship between job and life satisfaction. Academic staff in terms of job satisfaction shows no difference with regards to gender and task areas, but differences were found between career and marital status. Thus, single staff and professors had higher levels of job satisfaction. Also, the same variables examined in terms of life satisfaction, sex, marital status, career status and responsibilities among the differences in women (unmarried and career high ones) and the health of employees in the life satisfaction levels are higher than that which has been seen.

**Key words:** Academic staff job satisfaction, life satisfaction.

## INTRODUCTION

Job satisfaction emerged from the attitudes of the workers towards their jobs. It is a natural emotional response to their job life. It is not related with the satisfaction in general sense, but with the satisfaction of the needs. It can be claimed that the important thing here is the working environments where the human beings live most of their lives, which has a dominant effect on the job satisfaction and life quality of the individuals. Satisfaction which is one of the component of the life satisfaction term, is meeting the expectations, needs, desire and wish. Life satisfaction includes the life and the dimensions of this life in whole. Life satisfaction is the goodness attributes such as happiness and moral (Vara, 1999) and it is the domination of positive emotions to negative ones (Aksaray et al., 1998). Life satisfaction, life

patterns of individuals and the process as a whole is associated with a standard. The economic situation of the academicians, their occupational status, the place where they give service and expectation levels, are the variables affecting the life satisfactions of the academicians. Consequently the job satisfaction of the academic personnel is affected from perception levels and life satisfactions.

The papers related to job and life satisfaction are related with the explanation of the role of job and life satisfaction. In the research related with this direction, generally, as a third variable, the effect of job satisfaction on general life satisfaction is compared. The results of these works show that job satisfaction explains nearly 5 to 10% of the change in life satisfaction (Rice et al., 1979;

Near et al., 1980, 1984; Near et al., 1986; London et al., 1977).

The papers analysing the job and life satisfaction relationship of personnel show the direction of their job and life satisfaction's relationship. Iris and Barrett (1972), London et al. (1977), Chacko (1983) and Chisholm (1978) show that the job satisfaction effects, of life satisfaction start from the assumption that the attitudes towards job are the main factors determining the non-job behavior. According to Orpen (1978), starting from these two basic assumptions, it can be claimed that this relationship can be reversed. Although Orpen (1978) found that job satisfaction is more effective on the life satisfaction, Blood and Hulin (1967) and Hulin (1969) established that life satisfaction affects job satisfaction more. The other event is related with the shape of the relationship. In this subject, there are three different views, job satisfaction increases life satisfaction (scattering effect), job satisfaction diminishes life satisfaction (removal effect) and there are no relationships among these two variables (separation). For this reason, a group of researchers during the last years (Judge and Watanabe, 1994; Near et al., 1987; London et al., 1977; Tait et al., 1989) try to explain these different results related with the management level, gender, marital status, age, education and income level. According to Judge and Watanabe (1994), scattering, removal and removal models cannot be generalized, but the different models can be valid for every individual. If today's requirements are evaluated, individualism can be experienced more. This individualism is structured not just on skills and abilities, but also on new values such as income level, social status and life standard. Consequently, the importance of job and business in human beings' life can not be denied because of the need for job and business, and the necessity for human beings to work.

Business plays an important role in the life of humans because of the opportunities of being a place where the individuals spend most of their time. Starting from here, as a multi-dimension concept, job satisfaction can be simply understood as enjoying working in the business. While taking the subject of job satisfaction into consideration, five sub dimensions can be generally mentioned. These are wage, quality of the job, working conditions of the individuals, management policies and working trends (Luthans, 1992: 126). The wage (araçsal fonksiyon) is taken as an exogenous function, while other factors are taken as the endogenous factors (the quality of the factors) (Rose, 2003; 506).

It is important for the individuals to find their job environment valuable, the job meaningful and even find themselves to be developing. This situation sustains individuals like their own lives and makes them happy. Consequently, the individuals finding their jobs meaningful take more satisfaction from their lives. Meeting the individuals' expectations from their jobs is a component affecting the individuals' job satisfaction positively. If the expectations cannot be satisfied, the life satisfaction can

be affected negatively (Loscocco and Roschelle, 1991: 182).

Life satisfaction represents the judgements about the subjective well-being (subjective feelings) and the life quality an individual had reached before (Dikmen, 1995). Depending on the difference of life satisfaction among individuals, there are several approaches. The components affecting the individuals' life satisfaction can be arranged as (Scmitter, 2003; Keser, 2005: 80):

- (i) \*Getting happiness from daily life;
- (ii) \*Finding life meaningful;
- (iii) \*Harmonisation about reaching the aims;
- (iv) \*Positive individual identity;
- (v) \*Feeling good;
- (vi) \*Economic security; and
- (vii) \*Social relations.

The concept of life satisfaction can not be thought to be independent from the job life, because one of the factors affecting the life satisfaction of individuals is job satisfaction. Consequently, an interaction can be made between job and life satisfaction. In this article, the determinants of the relationship between job and life satisfaction levels are analyzed.

### Aim

The aim of this article is to analyse the determinants of job satisfaction levels of academic personnel and the effects of these determinants on their life satisfaction. For this purpose, the academic personnel were asked the following:

1. Is there a significant difference between the job and life satisfaction of academic personnel according to the gender factor?
2. Is there a significant difference between the job and life satisfaction of academic personnel according to carrier situation?
3. Is there a significant difference between the job and life satisfaction of academic personnel according to the area of academic personnel?
4. Is there a significant difference between the job and life satisfaction of academic personnel according to civilized situation?

### METHODOLOGY

The research is reconnoitred on the general scanning model. The sampling data are got from the academic personnel of government universities in Ankara. The scales used for data collection in this research are thus given:

- (a) The satisfaction with life scale was developed by Diener et al. (1985). After the confidence works, the test-repeat test confidence was calculated as  $r = 0.85$ , while the matter-test correlation was between 0.71 and 0.80. This scale was constructed by 5 questions. The test subjects answered these questions from "totally

**Table 1.** Academic personnel demographic characteristics.

<b>Variable</b>	<b>No.</b>	<b>%</b>
<b>Gender</b>		
Male	197	70
Female	84	30
<b>Marital status</b>		
Married	150	54
Unmarried	126	46
<b>Career status</b>		
Prof.	44	16
Associate and Assistant Professor	78	28
Assistant	102	36
Instructor and expert	57	21
<b>Study area</b>		
Health	58	21
Engineering	84	30
Social	91	32
Art	48	17
Total	281	100

participating" to "totally not participating" by five scales.

(b) Job satisfaction scale was developed by Brayfield and Rothein. This scale was also constructed from 5 questions. The test subjects answered these questions from "totally participating" to "totally not participating" by five scales. The Cronbach value of this scale was found to be 0.87.

(c) SPSS 11.0 was used to make the statistical analysis about the job and life satisfaction relationship collected from 280 people. The confidence of the data was analysed and its internal consistency was measured. Variance analysis was done to correlate the dependent and demographic variables. Lastly, the correlation and regression analyses are conducted to determine the relationships. According to this, the Cronbach alpha value of the job satisfaction scale is 0.74, while that of the life satisfaction scale is 0.77.

## RESULTS

### Demographic results

As seen from Table 1, 70 and 30% of the total number of participants are males and females, respectively. Sixteen percent of them are professors, 28% are associated and assistant professors (assistants, 36%), while 21% are lecturers and experts. The distribution is practically balanced considering the carrier. Thirty two percent of the academic personnel are working on social issues, 30% on engineering, 21% on health and 17% on art. Married and single persons are 54 and 46%, respectively. Five of them did not sign either as single or married, therefore five people seem to be missing. This will help in comparing the obtained data and make valid evaluations.

### General results

The t test is used to evaluate the answers of the sample and a single variable is obtained for the job and life satisfaction scale. Table 2 presents the results of the analysis. As seen from the table, the average job satisfaction is 3.84, while the average life satisfaction is 2.76. Initially, the results are analysed according to gender, marital status, carrier situation and working area.

If Table 3 is analysed, it can be seen that there is no significant difference between the results of job satisfaction in  $p > 0.05$  level considering the gender variable. According to the research about job satisfaction, similar results are obtained. However, the job satisfaction level of the women is higher than that of the men according to Özdevecioğlu (2003). Nevertheless, there is an important difference between job satisfaction and marital status of the academic personnel in the  $p > 0.05$  significant level. According to this result, the job satisfaction level of the married personnel is higher than that of the single personnel. This may be due to the perception of the insufficient opportunities in job life, although, wage and working conditions may be a reason specifically.

Toker (2007) shows that the marital status of the workers shows a difference considering the wage and structure of the job variables. This supports the study's estimation; besides, according to Dursun (2009), the job satisfaction levels of pre-school teachers do not change according to their marital status. There is a significant

**Table 2.** Job satisfaction and life satisfaction results.

<b>Variable</b>	<b>No.</b>	<b>Average</b>	<b>Standard deviation</b>
<b>Job satisfaction question</b>			
I do love my job	276	4.0163	0.84846
I find happiness with my job	274	2.850	1.08461
I am very happy with my current job	279	3.8070	1.00677
I find my job unpleasant	272	4.0576	0.88023
Workplace does not know when to switch	274	4.0503	0.82482
Job satisfaction (General)	281	3.7347	0.60357
<b>Life satisfaction question</b>			
Q25 I am happy with my life	276	3.7086	1.00600
I have all I want in my life	275	2.3835	1.04280
Many aspects of living with my ideals are met	275	2.6570	1.00476
Would not change anything if I live again	279	2.3782	1.06706
My living conditions are excellent	273	2.2202	1.05002
Life satisfaction (General)	273	2.666	0.7002

**Table 3.** Job satisfaction of gender, marital status, career status and position of field variables related results.

<b>Variable</b>	<b>No.</b>	<b>Average</b>
<b>Gender</b>		
Male	197	3.7205
Women	84	3.8045
Total	281	3.7347
F=0.813744 p=0.225507		
<b>Marital status</b>		
Married	150	3.602
Unmarried	126	3.8235
Total	276	3.7318
F=14.072 p=0.00		
<b>Career status</b>		
Professor	44	3.8245
Associate and Assistant Professor	78	3.7507
Assistant	102	3.7212
Instructor and expert	57	3.5507
Total	281	3.7280
F=3.048857 p=0.016800		
<b>Study area</b>		
Health	58	3.7657
Engineering	84	3.7568
Social	91	3.7027
Art	48	3.7603
Total	281	3.7326
F=0.20262 p=0.75773		

relationship between the job satisfaction and carrier situation variables. The carrier of the academic personnel increases by the job satisfaction levels. Sevimli and Işcan

(2002) finds that the job satisfaction levels of the physicians at the university are low, medium and high with 7.5, 57 and 35.6%, respectively. The correlation analysis

**Table 4.** The life satisfaction, gender, marital status, career status variables and mission areas related results.

Variable	No.	Average
<b>Gender</b>		
Male	197	2.6216
Women	84	2.8582
Total	281	2.6665
F= 7.366354; p=0.005334		
<b>Marital status</b>		
Married	150	2.5440
Unmarried	126	2.7462
Total	276	2.666
F=8.27173; p=0.00283		
<b>Career status</b>		
Prof.	44	2.8704
Associate and Assistant Professor	78	2.7679
Assistant	102	2.6038
Instructor and expert	57	2.6767
Total	281	2.7437
F= 3.31373; p=0.002784		
<b>Study area</b>		
Health	58	2.8634
Engineering	84	2.6981
Social	91	2.5880
Art	48	2.7522
Total	281	2.6665
F=5.70280; p=0.00511		

analysis and these variables support the view that the increase in carrier increases job satisfaction (Birinci, 1999; Oran, 1989). Lastly, there is no important difference between academic personnel, considering the education level with  $p>0.05$  significance level as seen in Table 3. In this situation, there is no important difference between working conditions in several areas of the university and the academic personnel working in similar conditions. As such, they do not have different views on the job satisfaction level. Thus, gender, marital status, carrier situation and education areas are analysed, while considering the life satisfaction of the people. Table 4 presents the results.

As seen in Table 4, there is no significant difference between academic personnel, considering the gender variable in the  $p>0.05$  level. When the averages are looked at, the life satisfaction of women is higher than that of men. In a situation where women personnel have a similar job satisfaction with the men, they have higher life satisfaction than the men, which is an interesting solution. The study can assert by this result that the women are fond of life in every situation. Avşaroğlu ve diğerleri

(2005) finds that there is no important difference between women and men teachers considering the life satisfaction point averages. Other than this, Özdevecioğlu (2003) and Ünal et al. (2001) find that there is a difference between life satisfaction level and gender variables.

There is a differentiation between academic personnel considering the marital status in  $p>0.05$  level, in that the singles have a higher life satisfaction levels than the married ones. This situation is consistent with the job satisfaction levels. However, single academic personnel have a higher job and life satisfaction level than the married ones. There is a significant differentiation between life satisfaction and carrier situation variables considering the results of the analysis. If the carrier increases, job satisfaction levels increase and the life satisfaction levels increase as well. Consequently, when there is increase in the carrier of individuals in universities, the obtained opportunities affect life satisfaction levels.

There is an important difference between academic personnel, considering their life satisfaction level and education areas in  $p>0.05$  level. Conversely, there is no important difference when the job satisfaction level is

**Table 5.** Correlation analysis of job satisfaction and life satisfaction.

	<b>Job satisfaction</b>
<b>Life satisfaction</b>	0.2366076
Sig.	0.000
p=2.038; E-16	

**Table 6.** Life satisfaction regression analysis.

<b>Multiple correlation coefficient</b>	<b>Coefficient of determination</b>	<b>Adjusted coefficient of determination (Adj. R<sup>2</sup>)</b>	<b>Std. deviation</b>
0.237	0.110	0.108	0.65035

**Table 7.** Job satisfaction and life satisfaction regression analysis using ANOVA.

	<b>Sum of squares</b>	<b>df</b>	<b>Significance of the square</b>	<b>F</b>	<b>Sig.</b>
Regression	43.427	1	43.427	76.005	0.00
Res.	322.735	279	0.467		
Toplam	367.273	280			

**Table 8.** Regression analysis of beta values.

<b>Model</b>	<b>Coefficients are not standardized (R kare)</b>		<b>Standardized coefficient (R)</b>	<b>t</b>	<b>P</b>
1	B	Std. error	Beta value		
Job satisfaction	1.250	0.165		6.168	0.00
	0.283	0.034	0.237	7.765	0.00

considered, but there is an important difference between the life satisfaction levels. When the averages are considered, health, art, engineering and social areas have the highest life satisfaction level. It can be asserted that this may be because the academic personnel, working in health, art and engineering areas, can use their working areas in different areas. To reveal the relation between job and life satisfaction, correlation and regression analyses were used for these independent variables and the values were thus obtained. In Table 1, it is seen that the average job satisfaction value is 3.7347, standard error is 0.60357, general average value for life satisfaction is 2.666 and standard error is 0.7002. According to this, the correlation analysis between job and life satisfaction is given in Table 5.

According to the results in Table 5, there is a linear relationship between job and life satisfaction in  $p > 0.05$  level. According to this, between job and life satisfaction, there is a positive relationship and when the job satisfaction of the individual increases the life satisfaction increases. The explanation level of job satisfaction to life satisfaction is 11% (Adj. R kare: 0.108) (Table 6). Besides, ANOVA test is done to determine the linear

relationship between job and life satisfaction. The results are given in Tables 7 and 8. The beta value of the regression analysis is given in Table 8. The F value is lower than 0.05, so there is a linear relationship between job and life satisfaction. According to the test, the impressive coefficient is 0.237. This result is statistically significant ( $F = 76.005$ ,  $p = 0.00$ ).

The results of this research are consistent with that of early studies. The satisfaction obtained from the job can explain nearly 5 and 10% of the change in life satisfaction (Near et al., 1979 to 1986; Smith et al., 1980 to 1984; London et al., 1977).

## DISCUSSION

According to research results, there is no difference in job satisfaction, considering gender. However, life satisfaction changes by gender in  $p > 0.05$  level. So, there is a supporting solution considering the gender for life and job satisfaction. For the other areas of research, there is no difference in job satisfaction in terms of gender. The literature of this research also supports this solution,

solution, because there is inconsistency on whether the woman or man has more job satisfaction. This situation may be as a result of the fact that the woman and man are affected in different degrees according to job type and working area.

It can be said that there is no difference if the job environment is equivalent for both male and female (Baş and Ardiç, 2005), while Hulin and Smith (1964) find that women get less satisfaction than men if there is difference. Sauser and York (1978) also confirm this solution for government workers. Voydanoff (1980) is of the opinion that women and men get same satisfaction from the same job conditions, whereas Bilgiç (1998) claims that the gender variable does not affect the job satisfaction level. It is stressed that the job satisfaction level of women is higher than that of men because of their life style difference. Avşaroğlu and Deniz (2005) calculate that the average point of women teachers is 42.00 and that of the men teachers is 43.54. However, the average life satisfaction point is 22.62 and 21.64 for male and female teachers, respectively. Additionally, it is found that there is no significant difference between female teachers and male teachers' life satisfaction, fatigue sub-dimensions and job satisfaction averages.

It is seen that the single academic personnel has a higher life and job satisfaction than the married ones. This result is different from the results of other papers. Dikmen (1995) finds that the correlation between job and life satisfaction and the marriage time for government workers is 0.21. According to this, when the marriage time increases, job and life satisfaction increases. Sevimli and Işcan (2002) find that there is a significant difference for the marriage status between physicians in Erzurum. In other words, the average value of married physicians is higher than that of single physicians. This solution is supported by other studies (Birinci, 1999; Hayran and Aksayan, 1991). The difference of this research with the others is that, for the marital status variable, the life standards increase every day. However, according to the results of the study done by Baştuğ (2009) for the volleyball antrenour candidates, there is no significant difference between life satisfaction levels and marital status variables. According to the marital status variable, there is no significant difference for job satisfaction among the staff of Atatürk University Education. Nevertheless, he finds that the married ones have higher job satisfaction than the single ones.

In the research, the academic personnel's job satisfaction levels and life satisfaction levels increase by the carrier situations. Carrier increases the job and life satisfactions of humans. According to Sevimli and Işcan (2002), the physicians' job satisfaction level is low at 7.5%, medium at 57.0% and high at 35.6%. The job satisfaction levels increase for the physicians by the carrier level. The correlation analysis results also confirm that the increase in carrier also increases job satisfaction. Another research was done by Birinci (1999) and Oran

(1989) in this direction. Life satisfaction also increases by the seniority which is also supported by Dikmen (1995). According to Bilgiç (1998), the workers having a high education level also dealt more with productivity and developed less emotion for their jobs. Lastly, according to the research, for the education areas, there was no difference for job satisfaction (Sevimli and Işcan, 2002). This signifies that the study doctors did their business according to their career control. As such, the MSQ average score for the difference between statistical significance was observed as  $F = 6.56$  and  $p = 0.002$ . Here, the physicians working in hospitals and those working in village clinics are compared. In this research, working in the university environment in different areas but in similar conditions show that there is no difference in the job satisfaction levels. The job satisfaction levels for the physicians in the hospitals and those in private office have higher job satisfaction levels. This situation explains the difference in the academic personnel's life satisfaction levels. Nonetheless, the life satisfaction level is higher in health area, but lower in the social area.

The values of  $p = 2.038$  and  $E-16$  are obtained in this research for the job and life satisfaction levels and this is significant at the  $p > 0.05$  level where there is a linear relationship. According to this, there is a positive relationship between job and life satisfaction levels. As such, life satisfaction increases by the job satisfaction.

According to the results of the research, the satisfaction obtained from the job explains 5 to 10% of the life satisfaction (Rice et al., 1979; Near et al., 1978, 1980, 1984; Near et al., 1986). According to Uyguç et al. (1998), job satisfaction only explains 6% of life satisfaction. In the meta analysis (Tait et al., 1989), there is a positive relationship between life and job satisfaction levels. However, Orpen (1978) finds that job satisfaction has more effect on life satisfaction.

## Conclusion

According to the solutions of the research, there is no important difference between academic personnel considering gender and graduation. On the other hand, according to the marital and carrier statuses, there is a significance difference. Generally, the academic personnel's job satisfaction increases by their carrier, thus, they have higher job satisfaction if they are unmarried. It may be asserted that in an academic sense, the job environment forces people to obtain education and carry out research, so their marriage may hinder them and their job satisfaction may be diminished by not sustaining improvement. According to this, their life satisfaction levels may be affected.

As seen in Table 4, life satisfaction levels of employees at universities such as marital status, gender, career status and education were found to be related to a significant incongruity. This result shows that the workers,

concerning job and life satisfaction, feel the negativity of being married. The man and woman are affected similarly in the job environment and concerning the life satisfaction, the woman is much more positive than the man. Concerning the carrier, when the workers obtain a carrier, they increase their life satisfaction levels and this may be evaluated by the positive effect of carrier in the individual's life. The academic personnel are affected in a similar level, but concerning the life satisfaction levels there is a difference. This may be as a result of using the job's properties in different areas.

The decline of job satisfaction is the most important indicator which shows that the conditions of the organization are getting worse. For this, the wage, award, job security, working conditions, supervision and management style, social benefit and communication should be revised and they should be improved. When the solutions obtained are evaluated, economic and family difficulties are reflected in the job and effects of the performance. For this, giving material and interior support is essential and will increase the life and job satisfaction. In some areas, progress opportunity is higher than the others such as social areas and effects of the workers in this area. The workers in the institutions preparing and doing researches for the future of the country should be increased for them to provide qualified service. In order to determine the problems of this subject, sufficient researches should be conducted.

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