

Status of secondary school teachers' job occupational Bojnourd cityMasoumeh sadat Abtahi¹, Farhad Edrisi², Arezoo keramati³¹Islamic Azad University, Zanjan branch, Department of Humanities, Zanjan, Iran²Islamic Azad University, Zanjan branch, Department of Humanities, Zanjan, Iran³Islamic Azad University, Zanjan branch, Department of Education, Zanjan, Iran

Abstract: The com of this study was to determine the occupational status in city school bujnord and evaluation of factors affecting it commitment .population of female teacher in secondary School in the city of bujnord assosiate degree and at least have been . between 1390-1391 .that according to statistics are 170 people . of these 118 patient were randomly selected descriptive surrey research method is correlation. Descriptive surrey research method is correlation. Questionnaire to collect research dala bella job commitment and organizational commitment using allens. Also for analysis of data using from description and infeerentional statistic , spss software with version 18 use for surrey of delas .In this surrey , for answering to resulting question use from yoman ,Tifi examination , also in part of it use from pegresion. There is a is a significant relationship between level of education age ,work experience there is a significant relationship between occupational commitment of services , salary and field of teaching. With meaning degree of occupational organization occupational gob increasing With increasing degree of sophisticaleel rule ,rate of dependence to value of gob and rate of incorp oroting job in teacher. At lastUin according he finding display for manage of teachers

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Key words: occupational job, occupational organization, occupational of emalion, continent occupational, dependence of job

Introduction

One of important factor in continuity of organization is human resources that are considered by organizations' managers and responsible. Studying the history of development and evolution of industrialized societies shows that a skillful and trained manpower affects undoubtedly in developing process of traditional society somehow human resources are assigned as the most important and principle factor in spreading of societies and organizations. Now human resources have the most significant role in performing the objects of organizations and are considered as valuable assets. Attainment of short term and long term goals are not possible unless through serious decision, internal acceptance and innately effort by responsible and personnel. This process includes not only professional education but also it contains improving point of view and regulating the values of peoples. The most important viewpoint is the institutional onus. When these goals will be successful that each personnel pledges internally and firmly to the strategies and methods of achievement to institutional goals, and interest his job practically (Lerzan, Bruce Cooil and colligues, 2008).

One of effective factor in success of an organization is its operation. Operation is one of important indicator in success or unsuccessful. The most effective elements on operation are the total of values and viewpoint of personnel (Monaldo, 2008).

In studying on organization, three basic viewpoints draw researchers' attention which includes:

1. Vocational satisfaction
2. Vocational dependence
3. Organizational commitment (Lerzan, Bruce Cooil and colligues, 2008).

Researchers believe that most of the time organizations need persons whom for benefit of organization work more than their duties and this is more important in crucial jobs. Neglecting in creating such dependence and connection between organization's members requires increasing the necessary costs for creating the exact and complex controlling systems. Undoubtedly personnel who not only consider to values and objects of organization but also they belong it to themselves, make sure that these peoples work apparently and inwardly for benefits of organization (Anderson, Eugene, Fornell, and Mazvancheryl, 2009).

Organizational commitment is a multi dimensional structure too which can affect on many agents in organization and has many positive results for organization and personnel. For example there is a diverse relationship between organizational commitment and personnel's absence, inefficient vocational manners and quit work (Aksoy, Lerzan, Cooil, Groening, Keiningham, and Yalçin, 2008).

Aksoy and colligueus (2008) studied the effect of three parts of commitment on operation (operation on role and operation on super role). They

notice that affective commitment has positive relation with role and super role, continual commitment has negative relation only with super role and norm commitment adjusts relations between affective commitment and operation in role and super role. Some investigations are done in other country:

1-Binter (2008) studied comparatively the organization commitment in both governmental and private companies. He noticed not only there is a positive connection between age and organization commitment, but also there is a connection between experiences, age, gender and married life with affective commitment.

2-Zaki (1382) believed that there is a significant relation between the nature of work and organizational commitment.

3-ostrom (2008) studied the connection between teachers' freedom of work and their vocational commitment. Their freedom of work increase organizational commitment.

4-Barney (1991) vocational satisfaction, appropriate promoting system, appreciating of social services (such as: library, sport and amusement saloons) affect on personnel's organizational commitment.

5-William (2003) studied the organizational internal and effective agents on increasing the personnel's organizational commitment. The results showed that there is a significant relation between organizational commitments with three variables: individual and organizational objects, supplying the successful circumstance and the nature of work. But there isn't a significant connection between welfare services with organizational commitment.

The objects of research

1-4-1 General Objects:

Determining the status among teachers' vocational commitment at Bognoord guidance school, studying effective agents on teachers' vocational commitment;

2-4-1 Specific Objects:

Determining the status among teachers' vocational commitment at Bojnoord guidance school through professional depending component;

The hypothesis of research

1- There is a significant relationship between teachers' vocational commitment at Bojnoord guidance school and the dimension of organization commitment.

2-There is a significant statistical connection between teachers' vocational commitment and professional dependence.

Research Method

This research is an application search base on object and base on method is a descriptive and

survey and unity research. Because of currently condition in research's component, it accounts as descriptive and survey polling method and investigates teachers' ideas about effective agent on their vocational commitment. On the other hand, researcher decides to study the connection among research components, so based on this, it is a unity research. Therefore the researcher measures and studies the connection among the characteristics recognizing population and the dimensions of organization commitment to the degree of vocational commitment. In present search, statistical universe consists of female teachers in Bojnoord guidance schools that at least they are expertise and have 5 years experiences and formally work in Bojnoord's school. According to statistic their numbers are 170 during school year 2012-13.

Evaluating the sample size

Researcher by using Cookran formula obtains 118 in sample size and investigates them.

The tools of research consist of

Vocational commitment questionnaires which are designed by Belau. Examinee can choose a score from 1 to 5 according to Likret and the questions. The questionnaire has 40 questions which consists of professional independence, organizational independence, duty bonding to work values and vocational participation that measures teachers' vocational commitments.

Hypothesis 1

There is a relation between teachers' education stand and their vocational commitment. Because the numbers of bachelor's and M.A. degrees aren't equal, U-Mann Whitney test are applied. U- Mann Whitney test shows that there isn't a significant difference between teachers' vocational commitment to their education stand ($p>0.05$).

Hypothesis 2

There is a connection between teachers' ages and their vocational commitments. The results show that vocational commitment among M.A. teachers is more than bachelor's teachers. The results show that the scores of teachers' vocational commitment who are upper than 40 years old are more than other groups. This difference is studied by using the unilaterally variance analysis test (anova).

The results show that difference among groups isn't significant ($DF=115$, $2- F=0.58$). Also difference of vocational commitment's score average isn't meaningful among groups on level ($p>0.05$).

Table 4-10: Comparison the average degree of teachers' vocational commitment according their education stand

variable	Education Stand	Number	Average Degree	total of Average degrees
Vocational commitment	bachelor	114	59.42	6774.00
Total score	M.A.	4	61.75	247.00

Table 4-11: the results of U- Mann Whitney test

Total scores of vocational commitment	U Mann-Whitney statistical indicators
219.000	U Mann-Whitney
6774.000	Wilcoxon w
-.134	Z
.893	p

Table 4-12: statistical indicators of teachers' vocational commitment scores according their age

Age	number	Average	Standard Deviation	Standard Error	Difference average on level 95%		Minimum	Maximum
					Hi quantity	Low quantity		
Under30 years	42	134.6	19.9	3.1	140.8	128.4	80.0	169.0
Between30-40 years	69	136.4	17.7	2.1	140.6	132.1	90.0	182.0
Upper40 years	7	142.6	14.5	5.5	156.0	129.2	133.0	174.0
Total	118	136.1	18.3	1.7	139.5	132.8	80.0	182.0

Table 4-13: unilaterally variance analysis test from person's vocational commitment according their age

The variation resource	The total of square	df	The average of square	F	p
Between-group	397.133	2	198.567	.587	.557
Within-group	38878.435	115	338.073		
total	39275.568	117			

Discussion and conclusion

The results of first hypothesis:

According to statistical test and its results with probable error 0.05 have been resulted that M.A teachers' vocational commitment is more than bachelor teachers. This conclusion equals with follow researchers' result Kalaiganam, Kartik, Shankar, and Varadarajan(2007), sbut it isn't equal with other researches like: Chakravarthy, Balaji (1986).

The results of second basic hypothesis

There is a relation between teachers' ages and their vocational commitments. According to statistical test and its results with probable error 0.05 have been resulted that teachers who are more than 40 years old their vocational commitment scores are higher than other groups. This result is similar to follow researchers' results: (Herold, David, Jayaraman, and Narayanaswamy (2006). There is a relation between teachers' experience and vocational commitment.

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