

**Research Paper****The Effect of Resilience, Self-Efficacy, and Social Support on Job Satisfaction Among the Employed, Middle-Aged and Elderly**Jahangir Karami<sup>1</sup>, Asiye Moradi<sup>1</sup>, \*Peiman Hatamian<sup>1</sup>

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**Citation:** Karami J, Moradi A, Hatamian P. [The Effect of Resilience, Self-Efficacy, and Social Support on Job Satisfaction Among the Employed, Middle-Aged and Elderly (Persian)]. Iranian Journal of Ageing. 2017; 12(3):300-311.



Received: 22 Mar. 2017

Accepted: 09 Jul. 2017

**ABSTRACT**

**Objectives** Job satisfaction is defined as the level of fulfillment employees feel about their work, which can affect performance to a great extent. Given the importance of job satisfaction among middle-aged and elderly, this study aims to investigate the relationship between resilience, self-efficacy, and social support with job satisfaction among middle-aged and elderly population in Kermanshah, Iran.

**Methods & Materials** The study population consisted of all working middle-aged and elderly in Kermanshah in the year 2016. A total of 240 people (including 160 male and 80 female with age ranging between 50-75 with average 66.87) were selected through convenience sampling. Research data was used collected through the following questionnaires: General Self-Efficacy (GSE-10), Connor-Davidson Resilience Scale (CD-RISC), Specter's Job Satisfaction Scale (JSS), and Multidimensional Scale of Perceived Social Support (MSPSS).

**Results** Data analysis was performed using correlation and regression analysis. The results showed a positive relationship between self-efficacy and resilience and job satisfaction. A significant positive relationship was also found between social support and job satisfaction among middle-aged and elderly.

**Conclusion** According to the findings of this study, it can be concluded that self-efficacy, resiliency, and social support are predictor variables that be used to predict job satisfaction in the middle-aged and elderly.

**Key words:**

Self-efficacy, Resilience, Social support, Job satisfaction, Middle-aged and ageing

**Extended Abstract****1. Objectives**

**T**here are a vast number of middle-aged and elderly people in society and a large number of them are employed. This clearly substantiates the need for further research to identify their priorities of mental health. Considering the importance of job satisfaction among the working middle-aged and

elderly people employed in various occupational sectors, there is a need to devise profound solutions increase their self-efficacy, resilience, and social support.

Given that job satisfaction is one of the most important factors in job success, it can affect many variables such as the desire to leave a job [1]. Few studies in the past have studied the relationship of present variables with job satisfaction among middle-aged and elderly people. Therefore, the present study has been conducted with the aim to determine the relationship of resilience,

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self-efficacy, and social support with middle-aged and elderly job satisfaction employed in different parts of Kermanshah city of Iran.

## 2. Methods & Materials

The present study was a descriptive-correlational study. Statistical population of this study included all middle-aged and elderly people working in various (formal or informal) occupational sectors of Kermanshah city in Iran in 2016. Among these people, 240 were selected through available sampling. These people worked in different parts of the city and they were selected by coordinating with the centers and organizations they worked for. In order to protect the ethics of research, they were assured that none of the materials (questions) answered by any of the subjects will be made available to individuals, government, or private bodies and the results will only be used for a research study purpose. Then, the study questionnaires were presented to the participants. Finally, after collecting questionnaires, all participants were appreciated. Eventually, data were analyzed using correlation and regression statistical indices in SPSS-21 software (IBM Corporation, New York, USA).

To collect data, the following tools were used: A) General Self-Efficacy questionnaire (GSE-10): The questionnaire was compiled by Military, Schwartz, and Jerusalem in 1996. Cronbach's Alpha of this questionnaire is reported to be between 0.81 and 0.91 [2]; B) Connor and Davidson Resilience Questionnaire. This questionnaire was compiled by Kathryn M. Connor and Jonathan R. T. Davidson in 2003 as a means of assessing resilience [3]; C) Multidimensional Social Protection Perception Scale (MSPSS). This scale was

made by Zimit et al. (1988) and has 12 items; and D) Spector's Job Satisfaction Questionnaire (JSS). This test is called Occupational Satisfaction Measurement, which is made by Spector and has 36 substances.

It should be noted that this research is approved by the Ethics Committee of the Department of Psychology, Razi University of Kermanshah, Kermanshah, Iran.

## 3. Results

The study findings showed a significant relationship between resilience and job satisfaction between middle-aged and elderly in level of  $P < 0.001$ , that is, the more this age group being resilient, the higher their job satisfaction will be. The findings of this study also showed that there is a positive relationship between self-efficacy with the elderly job satisfaction, that is, the higher self-efficacy of middle-aged and elderly people is, the higher job satisfaction they experience and vice versa, the lower their self-efficacy, the lower their job satisfaction will be.

The findings of this study also showed that there is a positive and significant relationship between social support subscales (family support, friends support, and others support) and job satisfaction in the experimental group. The sample of the present study included 240 people with mean age  $66.87 \pm 1.93$ . In the sample examined, approximately 67% were male and the rest were women. To investigate the relationship between self-efficacy, resilience, and social support and job satisfaction, Pearson correlation coefficient was used. The results of the analysis are presented in the Table 1.

**Table 1.** Relationship between social support subscales and job satisfaction

Variables	Job Satisfaction		
	Correlation	Significance Level	
Resilience	0.27	0.001	
Social support	Others support	0.25	0.001
	Family support	0.37	0.001
	Friends support	0.14	0.05
	Total score	0.26	0.001
	Self-efficacy	0.24	0.001

The results stated in the [Table 1](#) indicate that there is a correlation coefficient of (a) 0.27 exists between resilience and job satisfaction, (b) 0.26 exists between the total score of social support and job satisfaction, and (c) 0.24 exists between self-efficacy and job satisfaction. These correlation coefficients are significant at  $P < 0.001$ .

In addition, further regression analysis on results showed that predictive variables all together could predict 34% of change in job satisfaction. Accordingly, resilience with an impact coefficient of 0.43, self-efficacy with an impact coefficient of 0.26, and social support with an impact coefficient of 0.29 could predict job satisfaction. In addition, focal correlation analysis indices in this study showed that among all the predictive variables, self-efficacy variable has the greatest relationship with the first composite or focal variable resulting from dependent variable (job satisfaction). The Wilkes' Lambda test was obtained as 0.51, which means that about 49% of the variance of the criterion variable (components of job satisfaction) is predicted from existing variables.

#### 4. Conclusion

The results of this study showed that there is a significant relationship between resiliency, self-efficacy, and social support with the job satisfaction of employed middle-aged and elderly people. This result is consistent with the results of the study by Keshavarz and Sarkhosh [4], Asgari, Naderi, and Heykal [5], and other relevant studies conducted in the past [6-10].

According to the results of this study, it can be said that present study variables has the ability to predict job satisfaction among employed middle-aged and elderly people. Therefore, it is recommended that managers and employers take into account the impact of these factors on the job satisfaction of this age group. One of the limitations of the present study is that because the study population included middle-aged and elderly people, they were impatient in answering the questionnaires, and the researchers were confronted with problems in some cases.

#### Acknowledgments

This research did not receive any specific grant from funding agencies in the public, commercial, or not-for-profit sectors.

#### Conflict of Interest

The authors declared no conflicts of interest.