



# A Study on the Relationship between Lifestyle and Job Stress with Job Satisfaction in Employees of Ports and Maritime Organization in Genaveh City

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**Abstract:** The present research aimed to study the relationship between lifestyle and job stress with job satisfaction. This is an applied research and has a correlation methodology. The research sample is 150 employees of ports and maritime organization (PMO) in Genaveh during 2014-2015. Sampling is done by census report and all statistical population was applied. The research tools are 3 questionnaires of job satisfaction introduced by Kendall and Hullin, job stress of Astaynmtz and lifestyle of Lali. For data analysis at inferential statistics level, Pearson correlation coefficient and regression was used. Research findings showed that there is a meaningful relationship between lifestyle and job stress with job satisfaction. The more lifestyle improves, the more job satisfaction increases and the more job stress is, the less is job satisfaction. Moreover, regression analysis revealed that all dimensions of lifestyle, except for drug and narcotics prevention, can predict job satisfaction. Also, as far as job stress is concerned, the greatest mean was related to coworkers and the lowest mean was related to supervisors and both of them could predict job satisfaction. Therefore, lifestyle and job stress can both predict job satisfaction.

**Keywords:** Lifestyle, Job satisfaction, Job stress.

## Introduction

Nowadays, every individual needs a job, in order to rely on a social organization and to have a place in society. Regardless of what the individual's job is and what they feel about their job, it can be said that: occupation is an inevitable necessity for surviving oneself and survival of society and in every country, self-sufficiency is related to the extent and kind of workers' performance. Findings have confirmed that first, by rising unemployment, corruption intensifies. Second, proper occupation and job satisfaction makes people happy. Thus, it can be said that job satisfaction is the positive feeling of people about their job and it is the result of factors like working conditions, organization management, the relationships between coworkers and cultural factors. Job satisfaction causes increased efficiency and a sense of personal satisfaction and ultimately leads to individual's career success (Shafiabadi, 2012).

Job satisfaction shows the attitude of people towards their job and indicates that how they look at their job and in what degree of importance the job is for him. People who have higher commitment and job satisfaction in their organization can have more efficiency, feel more responsibility to achieve their organization's goals and do their job with more interest in satisfaction. Today, organizations are faced with numerous problems, one of which is stressful working environments which is one of the most important factors that lead to

employees` job dissatisfaction, job dissatisfaction is a painful experience for individuals and costs a lot for organizations. Signs of dissatisfaction in workplace are low morale, absenteeism, late coming, reduced average residence at workplace, changing jobs, increased work accidents and reduced performance. One factor that seems to have effects on dissatisfaction is lifestyle of every individual. We are entering a new era that leads to weakening of traditions. So, our interaction with others has got a new form and based on personal identity, a newer image of individuals arises in this area. People in this age have stories of their lives and themselves that is always revisable (Ghahremani, 2014).

In this regard, stress is regarded as one of the key factors that affect the extent of job dissatisfaction. According to Amonson (translated by Firoozbakht, 2005) job stress is the interaction between working conditions and employees` characteristics so that demands of the workplace and the pressure which is associated to it is more than that person can afford. Although the word stress has been used more in recent centuries, it has always been existed in human nature. Also, though job stress is rather different from the basic concept of stress, it cannot be studied apart from its basic notion. Therefore, job stress can be analyzed in connection with any theory about stress. Job stress is a rather common phenomenon and threatens the health and well-being of employees in various ways. Different dimensions of duties and responsibilities of people can potentially be stressful, most important of which are role ambiguity, role conflict, overload, conflicting relationships with colleagues and supervisor and a mismatch between job resources with job demands (Poorbabakan, 2010).

Health specialists regard lifestyle as one of the factors affecting health. Lifestyle is the style an individual chooses to deal with his tasks and life events. Every person has his own style in unconscious defense mechanisms, conscious adaptation strategies and the effect of environmental factors in dealing with his tasks and life events. For the first time, Alfred Adler, the Austrian psychoanalyst and founder of the school of individual psychology, noted the importance of lifestyle insofar as change in lifestyle became an important part of Adler`s treatment. Of course, Adler emphasized more on defense mechanisms but lifestyle gradually got a wider notion, so that humanistic psychology was considered by great people such as Abraham Maslow, Gordon Allport and Rollo May and formed a prominent part of cognitive therapy. According to the World Health Organization (WHO), lifestyle is a combination of behavioral patterns and individual habits throughout life, namely, nutrition, physical activity, stress, smoking and sleep quality all of which were created in the wake of socialization (Feizi, 2011).

Cristopher (2010) studied the relationship between the organization environment and employees` job satisfaction is in line with findings of Babakus (2011), Hutagalung (2012), Menlyk (2013), Kivimaki (2013), Khalatbari, et al (2013), Khalaila and Litwin (2014), Ghaseminezhad (2005), Salimian (2013), MoradiLifarjani (2014) and Zarezadeh (2014).

## **Research methodology**

The present study is an applied research and has a correlation methodology. The research samples are 150 men and women employees of PMO in Genaveh during 2014-2015. Sampling is done by census report and all statistical population (150 men and women employees) was applied. The research tools are 3 questionnaires of job satisfaction introduced by Kendall and Hullin, job stress of Astaynmtz and lifestyle of Lali. After responding to questions, the data were analyzed by appropriate statistical methods. The questionnaire of job satisfaction of Kendall and Hullin has 30 questions that have 6 sub-scales namely, nature of work, supervisor, coworkers, promotion and payment. Each question has reversed score. The questionnaire of job stress of Astaynmtz contains 36 words for the workplace stressful situations and has 3 sub-scales, namely, nature of work, coworkers and supervisor. The questionnaire of Lali has 70 questions and its purpose is to evaluate different dimensions of lifestyle (physical health, sport and exercise, weight control and nutrition, disease

prevention, psychological health, mental health, social health, drug and narcotic prevention, accident prevention and environmental health).

Therefore, the present research aims to study the relationship between lifestyle and job stress and job satisfaction and to study the following hypotheses:

1. There are meaningful relationships between lifestyle and job stress.
2. There are meaningful relationships between dimensions of lifestyle and job stress.
3. There are meaningful relationships between dimensions of job stress and job satisfaction.
4. Dimensions of lifestyle can meaningfully predict job satisfaction.
5. Dimensions of job stress can meaningfully predict job satisfaction.
6. Lifestyle and job stress can meaningfully predict job satisfaction.

**Results:**

**First hypothesis:** there are meaningful relationships between lifestyle and job satisfaction

To test the first hypothesis, Pearson correlation coefficient has been applied and its findings are shown in Table 1 below:

Table 1: Pearson correlation coefficient between lifestyle and job stress and job satisfaction

<b>Variables</b>	<b>Correlation coefficient</b>	<b>Sig.</b>
Lifestyle and job satisfaction	0.51	0.001
Job stress and job satisfaction	-0.36	0.005

Pearson correlation coefficient reveals that there are inverse relationships between job stress and job satisfaction at the significance level lower than 0.01, i.e. the more job stress increases, the less is job satisfaction. Also, there are direct meaningful relationships between lifestyle and job satisfaction at the significance level lower than 0.01, so, by improving lifestyle, job satisfaction can be increased.

**Second hypothesis:** there is meaningful differences between lifestyle and job satisfaction

In order to test this hypothesis, Pearson correlation coefficient methodology was used. The findings are presented as follows:

Lifestyle dimensions	Correlation coefficient with job satisfaction	Sig.
Physical health	0.38	0.003
Sport and exercise	0.36	0.004
Weight control and nutrition	0.43	0.001
Disease Prevention	0.46	0.001
Psychological health	0.41	0.001
Mental health	0.37	0.003
Social health	0.32	0.01
Drug and narcotics prevention	0.07	0.57
Accident Prevention	0.44	0.001
Environmental Health	0.27	0.03

In order to test this hypothesis, Pearson correlation coefficient methodology was used. The findings are presented as follows:

Table 2: correlation coefficient between dimensions of lifestyle and job satisfaction

As it can be seen in the above table, there are meaningful relationships between all dimensions of lifestyle (except for drug and narcotics prevention) and job satisfaction at the significance level of 0.01.

**Third hypothesis:** there are meaningful relationships between dimensions of job stress and job satisfaction.

In order to test this hypothesis, Pearson correlation coefficient was used and its findings are as follows:

Table 3: correlation coefficient between job stress and job satisfaction

Dimensions of job stress	Correlation coefficient with job satisfaction	Sig.
coworkers	-0.22	0.07
Nature of job	-0.26	0.03
supervisors	-0.34	0.008

According to table 3, there are inverse relationships between nature of job and job satisfaction and also between supervisors and job satisfaction at the significance level lower than 0.05. This indicates that the more stress increases, the less is job satisfaction.

**Fourth hypothesis:** lifestyle and job stress can meaningfully predict job satisfaction

To test our fourth hypothesis stepwise multiple regression was used.

Table 4: variance analysis and regression statistical characteristics between lifestyle and job stress and job satisfaction based on a stepwise method

Steps	Variables	R	R <sup>2</sup>	F	P<	B	T	p<
First	Lifestyle	0.51	0.26	20.35	0.001	0.51	4.51	0.001
First	Lifestyle	0.56	0.32	13.61	0.001	0.45	4.02	0.001
	Job stress					-0.25	-2.31	0.02

According to the above table, the regression between lifestyle and job stress and job satisfaction has gone two steps further and the F ratio and its significance level at the first level indicates the meaningful effect of lifestyle in the regression equation. At this step the effect of regression is 20.35 and the significance level is 0.001. Also, the determinative coefficient which is calculated based on the variable is 0.26 i.e. this variable predicts 26 percent of variance of job satisfaction variable.

It the second step, lifestyle and stress have been considered. The calculated regression effect was 13.61 and its significance level was 0.001. The determinate coefficient of prediction for these variables was 0.32. This indicates that these two variables totally predict 32 percent of variance of job satisfaction variable. It is important to note that the lifestyle variable can directly predict job satisfaction, but job stress can inversely predict it.

**Fifth hypothesis:** dimensions of lifestyle can meaningfully predict job satisfaction.

To test this hypothesis, stepwise multiple regressions were used.

Table 5: variance analysis and regression statistical characteristics between dimensions of lifestyle and job satisfaction based on a stepwise method

According to table 5, we can see that regression has gone up two steps furtherbetween

Steps	Variables	R	R <sup>2</sup>	F	P<	β	T	p<
First	Disease prevention	0.46	0.21	15.61	0.001	0.46	3.95	0.001
First	Disease prevention	0.52	0.27	10.84	0.001	0.31	2.43	0.01
	Accident prevention					0.29	2.23	0.02

dimensions of lifestyle and job satisfaction and the ratio of F and its significance level in the first step is indicative of the significant effect of disease prevention variable in the regression equation. Here, the effect of regression is 15.61 and the significance level is calculated as 0,001. Also, the calculated determination correlation is 0.21 i.e. this variable can predict 21 percent of variance of job satisfaction variable.

At the second step of the research, disease prevention and accident prevention were taken into account. The regression effect was 10.84 and the significance level was 0.001. The correlation of determining prediction was 0.27 for these two variables. This suggests that the two variables totally predict 27 percent of variance of job satisfaction.

**Sixth hypothesis:** dimensions of job stress can meaningfully predict job satisfaction.

To test the sixth hypothesis, a stepwise multiple regression was used.

Table 6: Variance analysis and statistical characteristics of regression between dimensions of job stress and job satisfaction based on a stepwise method

Steps	Variables	R	R <sup>2</sup>	F	P<	β	T	p<
First	Stress caused by coworkers	0.34	0.11	7.67	0.008	-0.34	-0.277	0.008

According to the above table, we can see that regression has gone one step further between dimensions of lifestyle and job satisfaction and that the ratio of F and its significance level indicate the meaningful effect of stress caused by coworkers in the regression equation. Here, the effect of regression is 7.67 and the significance level is 0.008. Also, the calculated determination correlation is 0.11 based on this variable. So, this variable can predict 11 percent of variance of job satisfaction.

## **Findings**

### **Discussion and conclusion**

#### **The first hypothesis**

There are meaningful relationships between lifestyle and job satisfaction. According to table 1 which shows the findings of Pearson correlation test, there are significant inverse meaningful relationships between job stress and job satisfaction at the level below 0.01. This indicates that by rise of job stress, job satisfaction decreases. Also, there are direct significant relationships between lifestyle and job satisfaction at the level below 0.01, i.e. by improving lifestyle, job satisfaction increases.

Based on the obtained results, it can be said that due to the awareness of managers and officials of PMO about difficulties and specific climatic conditions affecting employees' activities, they should note that stress can have mental negative consequences on cardio-vascular systems and the immune system of body. Therefore, stress management is considerable in every age and time. Under pressure and certain work conditions job stress may occur for every individual. However, by proper controlled methods not only we can decrease its negative effects, but also we can have satisfactory outcomes by proper management. Thus, in order to increase the employees' job satisfaction, managers of PMO can use long-term targeted programs in the form of stress management practices for training their staff to increase their employees' job satisfaction and the quality of their organization. One of these strategies is that individuals reevaluate stressful situations and focus on strategies that are useful for resolving the events that are under their control. Know that life can be changed. Think before making a hasty decision. Determine our purposes due to our abilities, attitudes, motivations and situation. People who have better physical condition can -both physically and emotionally- better deal with stress. So, do not forget to manage for group and individual sport for the employees. In their teaching programs, managers should also teach relaxation techniques to their employees. Relaxation helps people to regain energy and to reduce physical discomfort. In addition to the following methods for control and reduction of stress, people can benefit from social helps like, asking for help from their friends, family, coworkers and supportive groups that are organized to control stressful situations. As it can be observed from the research findings, reduction of stress can increase job satisfaction. When factors that cause stress in the workplace decrease, the employees can be present in the workplace with more enthusiasm and motivation and see the success and progress of the organization as their own. Therefore, they manage to do their duties better. Lifestyle forms based on birth, early life experiences and requirements that are creative. Success or failure of individuals is related to their lifestyle and strategies that they use in different situations in order to comply with different situations. People's lifestyle shows their skills in controlling stress. The research findings reveal that regarding lifestyle the more people gain skills and use their abilities and creativities in different fields, factors like absenteeism, changing job, job dissatisfaction decreases. Thus managers are advised to consider teaching, motivational and incentive programs in order to improve their employees' lifestyle.

#### **The second hypothesis**

There are meaningful relations between lifestyle dimensions and job satisfaction.

According to the findings of table 2, there are meaningful relationships between all dimensions of lifestyle (except for drug and narcotic prevention) and job satisfaction. So, it can be said that physical health -as one of the components of lifestyle- can affect economic and livelihood activities of people. Chronic diseases are one of the complications that are related to people's lifestyle, so that suffering from a disease leads to restrictions on doing a lot of daily activities and these restrictions will reduce these patients' quality of life. Diseases like

hypertension, hyperlipidemia, diabetes and overweight or obesity -as a chronic influential factor- have negative effects on individual quality of life and job. Sport and exercise are the most significant components of lifestyle. Physical activities and caring about nutrition and weight management improve the health and quality of life. Different diseases like heart disease, osteoporosis, kidney disease and the positive effects of exercise are effective in improving quality of life. Physical exercises –whether individually or in group- results in more vitality and mobility for individuals and can affect quality of lifestyle and job satisfaction. Psychological health, considering spiritual and religious matters and social health are regarded as key areas of lifestyle that affect quality of lifestyle. Research findings show that by improving individual's lifestyle, job satisfaction also increases. Regarding drug and narcotic prevention, as dependence on consumption of drugs, disrupts physical activities of people, the quality of their life will be reduced and the individual cannot perform his activities properly. Therefore, consecutive absences, leaving unfinished work programs and disability to do physical activities leads to lowering the people lifestyle and job satisfaction. However, by improving lifestyle of healthy people, the quality of their life and job satisfaction will increase. Thus, the managers are suggested to have more attention to physical activities in their organization to be happier and more dynamic in doing their job activities. So, by achieving to relative job satisfaction, the organization can better achieve its goals.

### **The third hypothesis**

There are meaningful relationships between dimensions of job stress and job satisfaction.

Based on table 3, the nature of work and supervisor, as dimensions of job stress, have inverse significant relationships with job satisfaction. So, by increasing stress in these two dimensions, job satisfaction decreases. Stress is regarded as one of the scales measuring peoples' overall health with is related to quality of life. Different stresses have negative effects on personal and social interests of people and in the long term have negative impacts on people's physical and mental health. Stress causes physiologic complications that lead to mental and behavioral complications in people. People who endure a lot of stress due less to do their job and may possibly harm their organization. Generally, job stress reduces the employees' efficiency. Work environments have an essential role in creating stress in employees, but individual factors cannot be overlooked. Job satisfaction, as the most important attitude, depends on the judgment of people about their job and workplace. Nature of work and supervisors are two determining factors in creating job satisfaction in the employees. When people feel gratified about their duty in the workplace, engage in their role with interest and have a positive relationship with their supervisor and see him as a supporter, job satisfaction will be increase in them and they show more effort to fulfill their organizations' purposes.

### **The fourth hypothesis**

Lifestyle and job stress can meaningfully predict job stress.

Based on table 4, the regression between lifestyle and job stress has gone two steps further and the ratio of F and its significance level at the first step indicates the significant effect of lifestyle variable in the regression equation. In the second step, lifestyle and job stress were entered the equation. The regression effect was significant. It is important to note that lifestyle directly and job stress inversely can predict job satisfaction.

All these situations can cause stress: designing tasks, workload, lack of rest hours, long shifts, the works that do not use employees' skills, as well as management style, lack of employees' partnership in decision making, weak relationships, business concerns (such as job insecurity and lack of opportunities for growth, progress, or upgrade), rapid changes to what employees are not ready for yet, the values of society when they are different in different people, and the working pressure. The negative effects of mental stress clearly show

their effects on cardiovascular systems, the immune system of body and gastric persons. When people are faced with problems in their work place or their home, everyday troubles can increase their stress and make their problems double. Consequently, stress management can reduce one's stress and also reduce its intensity. So, determining a purpose and proper planning by people and their managers can reduce job stress and improve their lifestyle. When people have better physical and mental health status, they can do their jobs better. Thus, according to job stress and lifestyle we can predict that by considering the existing factors in these two categories, i.e. creating strategies to reduce job stress in people and presenting strategies in order to improve lifestyle of people can lead to job satisfaction in organizations. As job satisfaction is important both economically and psychologically, if people are satisfied with their job, absence from work, relocation to other units, and also protest and strike (all of which bear a huge burden on the managers) cannot be seen in them. Thus, lifestyle and job stress can predict job satisfaction in organizations.

### **The fifth hypothesis**

Dimensions of lifestyle can meaningfully predict job satisfaction.

According to findings of table 5, regression has gone two steps further between job satisfaction and dimensions of lifestyle. Also the ratio of F and the significance level in the first step is indicative of the significant effect of disease prevention in the regression equation. Here, the regression is significant. In the second step, disease prevention and accident prevention have entered the equation. The regression effect was significant.

Lifestyle can predict job satisfaction because of its components like physical health, sport and exercise, weight control and nutrition, disease prevention, psychological health, mental health and social health. When people are physically healthy, they are energetic in doing their daily activities and the problems which are caused by their job do not make them unsatisfied. If managers consider the importance of their employees' physical and mental health and plan for physical activity programs for their employees in their leisure times to cultivate happiness in them, they have injected vitality and dynamism to their organization. So, job satisfaction will increase in their staff members. Therefore, managers are advised to get serious annual check-up programs for their employees and setup sport events for them to improve the spirit of work and activity in them. Consumption of narcotics and accident prevention are barriers to optimal business activities in staff. So, they have inverse relationship with job satisfaction so that unpleasant events in workplace and drug abuse –that are obstacles to optimal physical activity- can create dissatisfaction in employees. Thus, it can be said that lifestyle can predict job satisfaction.

### **The sixth hypothesis**

Dimensions of job stress can meaningfully predict job satisfaction.

Based on findings of table 6, the regression has gone one step further between dimensions of job stress and job satisfaction. Also, the ratio of F and the significance level indicate that the effect of stress caused by coworkers is significant. So, here, the regression effect is meaningful.

Findings revealed that the dimensions of job stress such as coworkers, supervisors and the nature of work can predict job satisfaction in the employees. If people who work in PMO have similar spirits, they can be blessed by physical and mental support. So, they can have better cooperation in doing their duties. In stressful situations, peer support, followed by support and cooperation of supervisors has a great role in reducing stress and decreasing job satisfaction in the employees. When the employees know that in case of more effort in their portfolio, their activities won't be ignored, and managers will give them a proper reward, job satisfaction will increase in them and stress will be decreased. Managers can reduce their employees' stress by actions

like job enrichment and empowering the employees and making their job enjoyable. Also, by creating a healthy and safe environment, they can reduce their employees` stress and increase their job satisfaction. Moreover, because of stress and high working pressure, managers of PMO are advised to handle teaching courses to improve their employees` tolerance of the stresses of their life and career and provide them with strategies that reduce their job stress in order to increase their job satisfaction.

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