

The relationship between work life quality and reorganizational commitment of employees (staff) of sport and youth organization of Fars country

Mohammad Galehnoei¹, Maryam Akbari², Sara Khakpoor³, Somaye Hatef⁴

1. The teacher of Payamnoor University of Marvdasht city.

2. The teacher of Payame-noor University of Shiraz City.

3. The manager of pedagogy office of Marvdasht city.

4. The teacher of Payamnoor University of Marvdasht city.

Abstract: The purpose of this research is to study the relationship between work life quality and organizational commitment of employees of sport and youth organization of Fars County.

The method of descriptive research is from the kind of correlation and the statistical society of this research includes all staff and employees of sport and youth organization of Fars county.

That the number of them is 150 people. The method of sampling has been simple random that 108 people were selected according to Korjegy – Morgan Table. The evaluation tool in this research has been 3 questionnaires of work life quality of Ghasemzadeh (1384),

Organizational commitment of Alen and Mire (1984). The reliability of evaluation tool was verified. In order to analyzing the data in descriptive statistics field, The statistical methods of mean and standard deviation and in the field of deductive statistics, The statistical methods of Pearson correlation coefficient and step by step regression were used. The results show that There is a direct and meaningful relationship between life quality and organizational commitment. There is a direct and meaningful relationship between The components of life work quality and organization commitment at level. Among the Components of work life quality, the component or respecting the rights and human being rank and esteem toward the other Variable are the most predictor for organizational comment.

Key words: organizational commitment, work life quality staff(employees)

Introduction

The new era is the period of competition for resources and capital. The great industrial Countries are conqueror and heros of this field and subject.

The enjoyment and exploitation of resources and capital are their goal and by use of educated people and specialists, They improve and progress, and move the cycle of growth and development.

The organizational manager understand the important of commitment so, The commitment and loyalty of human being resources to the organization and play better the roles of belong to them, and even the duties of higher function of human being is one of serious disturbance of organizations managers(Salehi, omrani, 13888)

the existence of commitment in any office and organization while decreasing displacement, absence, will cause eye-catching increasing of organization performance, The employees staffs happiness and soul-stir and the better manifestation of the Pearson and the organization.

The commitment a attitude can be effective in this regard and there is no doubt that the organizations with staff who have a high level organizational commitment , they usually have higher performance.(Parsuei, 1391) . No organization can be successful unless its member and staff have the commitment towards it, , and attempt for accomplishing its goals .The organizational commitment is a kind of behavior – attitude relationship to the goals and missions of that organization. The organizational commitment requires the existence of different factors such as personal , organizational and the environmental factors , which are sometimes under the control of managers . One of variables which has importance at organizational behavior and a special sciences and researchers take it to consideration continuously , is the organizational commitment , and at previous decade had a important position at researches of organizational behavior is being allocated.

The organizational commitment means a state that the Pearson presented and introduces the organization as himself and has the ambition to remain as a member of it . .

(Heidary Tafreshi and Daryubagiyan , 1390). Consideration to the subject of commitment and loyalty of human being to the organization and performing of their allocated roles and even the duties of human being higher function is one of the serious disturbance of organizations managers .

The organizational commitment is a attitude and a psychological state that shows the inclination of need and force to continue the activity in a organization. And organizational commitment is related with so many of personnel's behavior.

Koloroson believed that at current years , The commitment of personnel's is the success of a organization . So the personnel's attitude in the field of work a organization is necessary for managers. And in this , the organizational commitment absorb so much organizational commitment . which is the axis of researchers consideration , and is the subject of so many higher analyzing. (Human 1381). The creating of organizational commitment is systematic process , which causes the changing the different aspects of organization including the job plan, leadership method (The relationships of leader with organization members) and The organization structure. (Sarokhani 1376) . so many factors is possible to effect the organizational commitment and be related to it . one of these factors is work life quality about work life quality we can say that one of the important calamity of management , is lack of consideration to work life quality of organization personnel's. This lack of consideration , decrease the effectiveness and efficiency of organization .

For the sake of lack of knowledge of organizations manager from work life quality , this subject has lost its proportion and real measures and sizes at organizations. The work life quality or work system quality is one of the most interesting method for creating motivation an important problem- solving way at design and job – reaching of personnel's that causes productivity at organization (Rahimi,1385). To day the different organizations achieve to so many success according to work life quality of personnel and improvement of it , so for activation of their work quality attempt so hard and use from environment challenges in this direction. The consideration of scientific journals to the work life quality and this claim. That life quality can be the factor of arising the difference between successful and failed organizations take into consideration this concept . one of the most important disturbance of managers of organizations of sport and youth is the commitment and loyalty of members to the favored organization. The speed and precision at access to the goals and performance and effective productivity depend so much on loyal and committed personnel's that feel the close relationship between the goal of his organization and his personal goals and this fact that be interested in his work and job.

So knowing the factors and effective conditions of the commitment and organizational interest and belonging , can help this organization in improving the performance and absorbing the able people .

The people who have a high organizational commitment will be youth more productive , and also according to this fact that the people who have a higher work life quality and the people who are respected the more in the organization . They have more productivity . According to the importance of studied variable and lack of new and different researches at the organization of sport and youth, The necessity of performing the present research is important . according to the said fact , the present research , want to find a response for this

question that , weather there is a meaningful relationship between work life quality and organizational commitment of organization of sport and youth .?

The research record and precedent :

John Sord (202) showed that the presentation of members of .

Scientific Faculty from their work life quality , has the direct effect on their morale and increase the commitment of members towards the organization and decrease the rate of learning the service . change and decrease the rate of leaving the service. Change and Li(2006) showed that the most personnel feel that work good relationship, attractiveness and job satisfaction and organizational commitment are the main problems for work life quality . so according to these studies it become clear that work life quality of personnel is effective in increasing the organizational commitment and the increasing the work life quality of personnel become the increasing their commitment towards the organization . Normala(2010) understand in a research under the little of "the relation ship between work life quality and organizational commitment of personnel of Malaysian companies that there is a positive and meaningful relationship between work life quality and organizational commitment and conclude that this "action provides a attitude for managers who search

The organizational commitment of heir personnel .

At performed and done studies by Niroue (1382) the gained results shows that there is a positive meaningful relationship between work life quality and organizational commitment , sentimental commitment and normal commitment Elie(1386) propose a suitable model for promotion by studying the work life quality of personnel of Tabriz Islamic open university , and admit that the work life quality is the mean , save the component of general atmosphere of life. Yavari (1386)has compare the work life quality and organizational commitment of the members of schools faculty and independent instruction groups of physical education at state – run universities . His results showed that about work life quality only meaningful difference is observed at the aspect of the growth of human being abilities and about organizational commitment, only at intellectual and normal commitment the meaningful difference is observed . There is a meaningful relationship between work life quality and the components of it and organizational commitment .of personnel of physical education of Isfahan county. The regression analyzing showed that sentimental commitment and normal commitment is under effect of work life quality of personnel of physical education Isfahan county. Moustafavirad and Behrangi and Askarian and Farzad(1389) have done a research with the purpose of studying the relation ship between the independence variable of work life quality and organizational culture with the intermediate variable of organizational commitment with strangeness from work in managers of middle level of shiraz city. The gained results showed that there is a negative ad meaningful relationship between the variable of organizational culture and strangeness (alienation) and there is a negative and meaningful relation ship between the variable of organizational culture through the intermediate variable of organizational commitment , and between work life quality and strangeness (alienation) from the work with the intermediate variable of organizational commitment .

A positive and meaningful relationship between the variable of quality and commitment was gained and finally organizational culture was known as a more stranger predictor for decrease strangeness (alienation) from the work at instructional organization .

Birigand and others (1392) admitted that there is a positive and meaningful correlation ship between the components of work life quality with organizational commitment of personnel . Sajad and others (1393) said at their studies that work life quality , is the predictor of organizational commitment and the organization that cares to the life quality of its personnel enjoys from the advantages of the more committed work life.

The research hypotheses :

The main hypotheses: There is a meaningful relation ship between the work life quality and organizational commitment .

Partial hypotheses : There is a meaningful relationship between the components of work life quality and organizational commitment.

The work life quality is able to predict the organizational commitment meaningfully.

The research methodology:

The present research is applied from the aspect of purpose and from the nature aspect and descriptive method is from the kind of correlation . The statistical society of this research includes all of the personnel of the organization of sport and youth of Fars county , which its number is over 150 people . According to statistical society , 108 people were selected on the base of Morgan table by random sampling .

Work life quality on the base of 8 components of the main work life quality by Ghasemzadeh(1384)which includes:

Human being relationship , job security , job progress , participation , right respect, human rank and esteem , balance between job . (work) and life , work commitment , financial and welfare problem .For grading , the Likert continuum of 1-5 (1till 5) was used (1= I completely disagree, 2=I disagree , 3= I agree to some extent , 4= I agree , 5= I agree completely).

The realiability of this questionnaire is verified previously at research of Ghasemzadehhh (1384) under title of studying the effective factor on the work life quality of personnel of the center of engineering research of Isfahan and Poorkabiriyani (1386) under the title of job compatibility and work life quality of the scrupulous sick at the agreeable environments (interested) with incompatible environment . At present research in order to evaluation of reliability of work life quality questionnaire , 30 questionnaires distributed randomly between selected samples from the statistical society which its coefficient of korenbakh Alpha estimated 95% , and is meaningful at level of 5% Alpha ($\alpha=5\%$) and shows the high reliability of measurement. Meanwhile Ghasemzadeh (1384) had estimated the reliability of this tool 95% . In order to evaluation of organizational commitment the questionnaire of organizational commitment of Allen and Mire were used , which is translated by Shokrkonin 1372. This scale include 24 buoy and each components of sentimental commitment , continuous commitment , normal commitment includes 8 buoy each buoy includes: I agree completely .7 points, to some extent I agree 6 points, I agree a little 5 points, I don't have any Idea 4 points , I disagree a little 3 points, I disagree to some extent 2 points . I disagree completely 1 points. So the grade of each testee at any buoy from 7 at any aspect of 8-56 , in total 24-168 will be variable and varied. The formal reliability was verified by the famous professors and specialists and the reliability of scales buoy was verified. In a form that the correlation coefficient of questions was calculated by total grade and because it become meaningful , The questionnaire had the reliability of buoy . Huck , Busour and Housedour(1994). And Hagh and Nejat (1386) and kohansal (1388) calculated The components of this questionnaire by means of the method of Allen of reliability Korenbakh. The reliability of organizational commitment questionnaire was gained through Alpha of Korenbakh equal 75% in present research of indexes of descriptive statistic such as frequency , mean standard deviation and deductive statistical methods, Pearson correlation coefficient and step by step regression were used.

The research findings:

the main hypothesis :

There is a relation ship between work life quality and psychological capital with organizational commitment . In order to study this hypothesis , the statistical method of Pearson correlation coefficients used.

Table1: The correlation coefficient between work life quality with organizational commitment .

Organizational commitment	
P<	correlation coefficients
0/003	0/293

As it is observed at table1 , the amounts of correlation coefficients equal(0/293)at the level (0/0003) is gained and because these level is less than meaningful level)0/05) , ($p < 0/01$) . so the correlation coefficients became meaningful . so There is a meaningful and relationship between work life quality and organizational commitment .

Subordinate hypotheses:

The first subordinate hypotheses : There is relationship between the components of work life quality and organizational commitment

In order to study this hypothesis , The statistical method of Pearson correlation coefficient is used.

Table2: the correlation coefficient between the components of work life quality and organizational commitment .

The components of work life quality		Organizational commitment	
		correlation coefficients	Meaningful level
	The human being relationship in work environment	0/187	%6
	Job security	0/037	%7
	Job development	0/202	%4
	participation	0/244	%1
	Right respect and human being rank	0/260	%009
	Balance between work and life	0/089	%3
	Work commitment	0/0242	%1
	Financial and welfare problems.	0/258	%1

As it is observed at above table , there is a direct and meaningful relationship among the components of work life quality such as job development ,right respect human being rank , right respect and human being rank , work commitment and welfare and financial problems with organizational commitment at level and the rest components don't have the meaningful relationship with this variable.

The second subordination hypothesis:

The components of work life components are able to predict The organizational commitment meaningfully.

For studying this question, the step by step multiple regression is used .

Figure 3 . The table of statistical characteristics of regression among the work life quality and step by step organizational.

steps	Variable	R	R2	F	P<	B	T	P<
First	Right respect and human being rank	0/260	%7	7/1	0/009	0/260	2/66	0/009

According to table 3. We can understand that the regression among the work life quality develop till one step with organizational commitment and the above table data show that the proportion of F and its meaningful

level shows the meaningful effect of variable of right respect and human being rank at regression equation .At this stage the regression effect ($f=7/7$) is gained which is meaningful at this meaningful level(0/0009) , and the coefficient of calculated determining is on the base of This variable (0/07) , means This variable 0/07 , predict the variable of organizational commitment . According to the results we can understand that the variable of respecting the right and human being rank towards the other variable is a more stronger predictor for organizational commitment

Discussion and conclusion :

According to table 1 . It can be understood that there is a direct and meaningful relationship among work life quality and organizational commitment . The results of this part of findings has same direction with the results of the researches of John Sourd (2002) , Ali(1386) Yavari(1386), Hosseini and Others (1388) , Moustafavi rad and Behrangi and Askariyan and Farzad (1389).

Birjandi and others (1392) , sajad and others (1393).

The work life quality can effect the rate of their organizational commitment to much . So the organizational managers for being able to increase the rate of commitment and the personnel interest . should take in to consideration their work life quality the more , and provide the organisms for their promotion . If the law be the more ruling and highlighted in the organization , The personnel feel the justice and elitism Their interest will increase toward the organization . By chance The personnel believe that this factor means the rate of legalism at organization has a favorite position . This means that In belief of personnel , The relationship in more ruling than rules . thee is no consideration to the rules , The managers behavior is not just with them As well as the personnel complain from the not being paid the way for improving the individual abilities progress and development opportunities independence and self –controlling at work . (Rigou , 2008) . The work life quality , shows a kind of organizational culture and The method of managements which personnel according to , feel ownership self –ruling responsibility and self – esteem . The organizations that emphasis the work life quality of their personnel , has the more organizational effectiveness , the annoying tiredness of work will decrease through creating the more variety at work and cause increasing the potency of work performing at personnel by creating a continuum of skills at them . in fact usual consideration to work life quality means emphasis on the methods which revolutionize the organization till cause job commitment . increases Their performance , decrease the pressure service leaving and obscene , finally all of these attempts lead to a strong meaningful the more satisfactory work .If we increasing the work life quality of personnel The more Their organizational commitment will increase . The more , and they play their role the better . the concept of work life quality is related to a philosophy that want to increase the rank and position of personnel create the change in organizational culture , and increase physical and soul welfare of personnel . At Pioneer organizations the work life quality programs attempt to increase the confidence and ability of problem- solving of personnel and finally promote their organizational commitment.

According to table 2. We can understand that there is the direct and meaningful relationship among the components of job progress with organizational commitment and among the components' of participation right respect and human being rank, work commitment and welfare and financial problems with organizational commitment . According to table 3 everyone can understand that regression progress one step among the components of work life quality with organizational commitment and data of the above table show that the variable of right respect and human being rank is a more stronger predictor for organizational commitment towards the other variables.

The results of this part of findings have the same direction with the results of research of John Sourd (2002), change and Li (2006) , Nourmala (2010) , Alie(1386) , Yavari (1386), Housseini and others (1388) , Moustafavirad and Behrangi and Askarian and Farzad (1389) , Birjandi and others (1392) , Sajad and others(1393) . The work and job are the main items of human being , that in the case of adapting to conditions and his interest , it will have the favorites effects for the person and society . In other words , with improving life quality , The work and then organizational commitment and job satisfaction will be gained too. On this base , the relationship between work life quality and organizational commitment of personnel is studied in

present research . In the case of improving the work life quality of personnel , their organizational commitment will increase . If the personnel of technical and professional centers feel justice and satisfied towards the rights and their advantages , and perceive Their work environment , secure and clean from the point of view .

The health and Hygiene , opportunity and required conditions for growth and job promotion and feeling the job security , equity feeling and law respect at organization , respect to society at organization , adapting the job with life conditions , correlations feeling and perceive integrity at their organization and job as causing the growth of their individual potency and abilities , this fact causes increasing their organizational commitment and they continue their work interestingly and with more desire , so they will have the more favorite effects for their organization and society .In the case that organization can increase the level of work life quality of their personnel and provide conditions at work environment ,till they feel justice , equity , growth , opportunity promotion fir appearing their abilities , then every one can observe the increasing the organizational commitment and then the organization activation and growth. The sentimental commitment which us related to the feeling, interest, intense , and appearing of the person exitments, will increase in the organization if the justice at payment , providing the opportunity of growth and promotion and continuous job security, legalism and equality, consideration to the society need, respecting the society , unity and correlation among the personnel and also the opportunity of appearing the individual abilities , exist at the organization. In fact the mentioned items , will cause the interest and the more motivation at individual for performing the organization affairs and the job . The normal commitment that include loyalty feeling , remain and stay in job and organization and committed to the organization , will be effected by items such as justice respect at payment of salary and advantages , existence of conditions and required opportunity for growth and promotion and the job security , existence equality and respect the law and rules at organization, social respect at organization , job adapting with the person life conditions, correlation feeling and unity exist among the personnel and the existence of mentioned items at organization causes the more dependence and loyalty of the individual towards the organization that the individual faces with limited job opportunities at society and in the case of leaving the job , he can not provide the necessities of his life and remain unemployed, so he is forced to remain in his job . The normal commitment is the highest components among the personnel .because they feel the suitable condition and organizational and job justice and also the opportunities of growth and activation at their organization , and have the more loyalty feeling to their organization while there is other work opportunities for them in other companies and organizations. The feeling of interest, intense , being happy at job, interest and belongingness and dependence to job and feeling satisfaction of job position are under the effect of work life quality and if this quality increase at the level of organizations and offices , the personnel will find the more sentimental and normal commitment towards the organization. If the work life quality of the personnel increases , the feeling of their intense , interest and dependence towards the organization , will increase too . So the gained findings at presents research shows the deep and important effect of work life quality on the sentimental and normal commitment of personnel. In this field it is believed that the satisfaction feeling of job position and welfare at job in effective on the individual psychological state and for this reason the individual attempt for protecting his job and on this base , he shows the better and more favorite performance because his performance is equal with happiness feeling and the organization success for him is like the success at private life . for this reason having the personnel that have the feeling of happiness and welfare , is an important subject that the organization should consider the more to it and increase the level; of work life quality of personnel . On the base of gained results , it is proposed that according to this fact that among the components work life quality , the justice payment, providing the continuous growth opportunity and welfare services at organization is at middle level , The organization managers revise the payment of salary and advantages. Consideration to the subjects of development and job enrichment , applying the true system of evaluation promotion , appointment of personnel and suitable policies for development of welfare services .

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