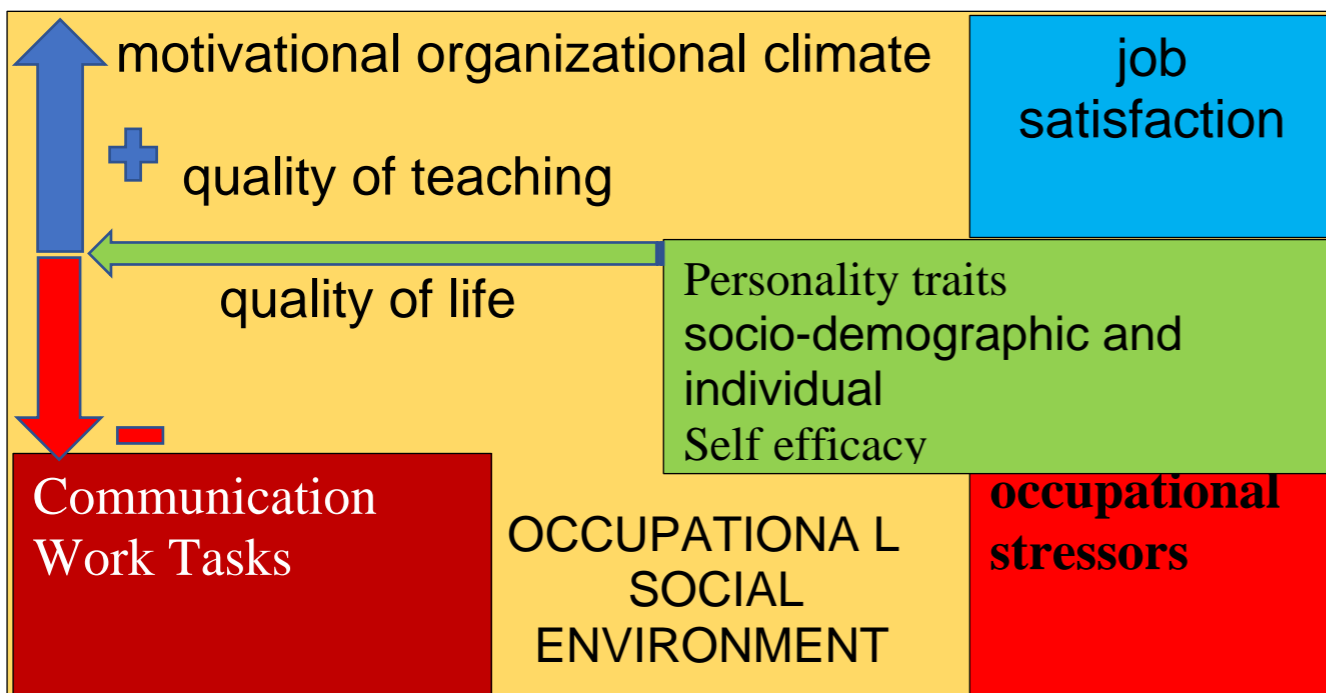


# Correlations of job satisfaction and occupational stressors with personality factors in three school units

Dorin-Gheorghe Triff<sup>1</sup>, Zorica Triff<sup>2</sup>, Muşata-Dacia Bocoş<sup>3</sup>

## Introduction



## Material and Method

Employees from a kindergarten, a secondary school, a high school during the programmed occupational-medicine check-up a questionnaire

-**individual** characteristics: gender, type of residence, age, duration as employee in the school unit, height, weight, body mass index-BMI  
 -four **occupational stressors**: Communication with other employees, Communication with superiors, Difficult collaboration with students, Work Tasks  
 -perceived **Self-Efficacy**  
 -**7 Personality Factors**: 1. Extraversion 2. Agreeableness 3. Conscientiousness 4. Emotional stability 5. Intellect 6. Attractiveness 7. Negative valence  
 -**Job Satisfaction Survey**: Pay, Promotion, Supervision, Fringe Benefit, Contingent Reward, Operating Condition, Coworkers, Nature Of Work, Communication

## Results and Discutions

distribution of satisfaction and stressors by schools

School unit	Pay	Promotion	Supervision	Fringe Benefit	Contingent Reward	Operating Condition	Coworkers	Nature Of Work	Communication	Job Satisfaction Survey
Kindergarten	17.22	16.11	<b>20.38</b>	<b>16.77</b>	17.72	10.66	19.44	<b>21.27</b>	19.27	158.88
School	15.84	17.44	<b>21.02</b>	<b>15.36</b>	17.84	12.66	20.42	<b>22.22</b>	19.4	162.2
high school	17.01	16.81	<b>21.78</b>	<b>16.19</b>	17.73	13.47	21.40	<b>21.5</b>	20.02	165.95

School unit	Communication with other employees	Communication with superiors	Difficult collaboration with students	Work tasks
Kindergarten				
School	1.33	1.31	1.5	1.94
high school	1.24	1.06	1.14	1.57
high school	1.27	1.12	1.35	1.68

-Operating Condition (p=0.004) and Coworkers (p=0.011) the lowest values are in kindergarten and the highest are in high school.

-the highest values in school and the lowest values in high school for trait Conscientiousnes (p=0.040)

-the highest values is in high school and the lowest values in school for Difficult collaboration with students stressor which (p=0.026)

### SIMILAR CORRELATIONS IN ALL 3 SCHOOLS

In Kindergarten Satisfaction with Supervision corelates with agreeableness (Rho=0.502\*; p=0.034);

In school Satisfaction with Supervision corelates with the agreeableness (Rho=0.400\*\*; p=0.006).

In high school Satisfaction with Supervision corelates with agreeableness (Rho=0.426\*\*; p<0.001), and with Communication with superiors (Rho=-0.368\*\*; p<0.001)

## Conclusions

- Nature Of Work and Supervision: the best appreciated dimensions of job satisfaction in schools,
- Operating Condition: the least favorably appreciated dimension.  
 -greater job satisfaction of workers: improving working conditions, especially in kindergarte
- in all 3 school units: the association of satisfaction with supervision with the agreeableness personality trait suggests a higher importance of this personality trait, in job satisfaction with supervision . compared to the that represented by stress related to communication with superiors

\*contact<sup>1</sup>: [triffdorin@gmail.com](mailto:triffdorin@gmail.com)