

Impact of Emotional Stability on Job Satisfaction

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Abstract:

It is realized that emotionally stable personalities always contribute to organization goal; this study's aim was to verify and observe the impact of emotional stability on the job satisfaction. The research outcome is that job satisfaction is positively impacted by the emotional stability of person personality. It was appreciated that the job satisfaction is the dependent of emotional stability, the employees who were emotionally stable were generally satisfied with their jobs.

Key words: Job Satisfaction, Emotional Stability.

Introduction

Organization, corporations, institutes even states are prepared to achieve their goals by the effort of their employees. The

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workers have very vital role in the organizations, it is realized when workers have any sort of problem in their society, family, job satisfaction or they have some physical or emotional problem in themselves. It will cause a problem to the corporations even to states. In all these problems the employee satisfaction effect very much to the organization performance. This study will identify the impact of Emotional stability on job satisfaction. Job satisfaction is described by different authors in different ways but the most utilized definition is that “the satisfying or optimistic emotions causing because of appraisal of one’s job or job experiences” Locke (1976). The job satisfaction are also that how much happy or satisfied the employees with their job or the occupation place, the Hoppock (1935) stated that job satisfaction is physiological, psychological and environmental situations that make a person to honestly say that I am satisfied with my job or working place. Locke (1969) say that the positive emotional reaction of employee toward his job is the satisfaction of his/her job. In these all the emotional stability of an employee is never been rejected Jennifer S. Skibba (2002) specified that how employees are with their daily challenges and adaptability. The person’s positive feeling and actions towards any think is the stable emotions of individual Campos (2004) state that it is the feeling or affect which originates on person at the time when he/she is interacted to something, someone or someplace. The emotional stability has very positive role in job satisfaction, the employees who have the appreciable feelings and approach to their job will able them to be satisfied with their jobs.

This study was held in the world under developing area in Quetta city (Pakistan). This was to know more about the stable emotion contributions in job satisfaction for organizations in Quetta. This study identify that the emotional instability will cause that the person is not satisfied with his/her job and unsatisfied employees will less contribute in the goal achieving activities of organization. This study contains a

survey of different educational institute, health department, state police and trade societies of Quetta. This survey studied the job satisfaction and emotional stability of different employees by distributing the questionnaire in different Institutions and departments.

This study was to recognize the influence of stable emotions on the satisfied job of employees in organization. This study will help the policy makers of different organization that how to make their departments to achieve the goal of organization. This will be if the organization hires employees who are high negative in feeling nervousness, irritableness, shying, impulsiveness and hopelessness in the organization. And also this study will help organizations that how to satisfy their employees, as that organization perform their work as an excitement which give a sense of accomplishment and challenging for employees this will contribute in job satisfaction which is main aim of organization. This study help the researchers that how the under developing areas population are be surveyed and it will help them how to get more information about the employees job satisfaction and emotional stability. The researcher will know more about the impact of emotional stability on job satisfaction. The study is to exposed new avenue of research for students in Quetta. It will help the students to know the emotional stability of Quetta employees of different organization, institutes and departments

Literature Review:

Job Satisfaction:

Job satisfaction description is stale not generalized but in up going society it is defined as how happy or satisfied worker are with their working place or job. Here the researcher Davis et al (1985) say that unconstructive or constructive approach that employees have towards their job is represented by job satisfaction and it is directly connected to that individual's

actions in the occupation place. Here another researcher Kaliski (2007) defines job satisfaction as it is a sense of realization and victory on the work. He says that job satisfaction is directly connected to output as well as to personal happiness. According to him job satisfaction is key to back-up, identification, income and victory to the goals of organization. But the Armstrong (2006) in his theory of job satisfaction says that job satisfaction link to the approach and feelings worker have to their job, he says that positive approach toward job will show job satisfaction but the Negative approach towards the job dissatisfaction. These all relate to Organization that need to have their employees happy and to increase their income and job satisfaction is only the basic part of all solution.

Emotional stability:

The emotions are important part of person's personality. It is too complicated to define Emotions of a person because at every moment it changed. But we can define it as this involve the person's capability to resist tension so Campos (2004) says that it is the feeling or affect that take place when person is in interaction to someone, something or someplace. Some researcher says that It is situation occur in mind for anything or any conditions in front of him. It includes inspiring feelings that are joy, sadness. The Emotional stability is the main term for keeping the life, job, health and interaction stable in person's life. M. Chaturvedi (2010) says that personality is rotating around emotional stability it is proven that emotion stability is necessary for person's life, job, health, wealth and his society. Here the emotional stability is really the strengthening of personality. Stable Emotion make personality perfect and it will indicate the perfect life style and job performing of person. It is necessary for person to have stable emotions.

Relationship between Job Satisfaction and Emotional Stability:

We can find a deep relationship between job satisfaction and emotional stability that should be defined as the stable emotion makes the positive approach toward person's job. Job satisfaction is dependent of feeling toward his job and feeling is person's emotions and it can be stated that stable emotion will create better feeling and it form job satisfaction in the company. According to Spector (1997) the employees in organization will contribute to their goal if the employee is positive emotionally stable as they tend to be clam, self-confident, and secure. The organization wants back-up, identification in market, income and victory to the goals of organization as it all depend on satisfied employees and the employees personality is most dependent on it stable emotions of the worker make defined approach to person's personality (Baruch, 2004). According to Kaliski (2007) the emotional stability makes the person's satisfied to his job and it will lead to increase the Organization income as well as its goals achievement because the happy employees have stable Emotions. It is now proven that the stable emotional employee lead to cover all Organization problem solutions.

Methodology:

Applying the method of accessible sampling, the educational institute, private centers and health department 100 samples of demographic employees were selected to obtain the major data for this study (table 1). Among these 100 questionnaires about 92 questionnaires were obtained back, the comeback frequency was 92% from both male and female. These questionnaires were distributed mostly in line managers and in middle managers. The questionnaires were distributed self-administratively. This questionnaire confined to 10 items in that first five was of job satisfaction and last five was of emotional stability. Emotional

stability questionnaires were adapted from big five personality traits by Costa & McCrae (1992) and Job satisfaction questionnaires were adopted from job satisfaction used by Antoncic and Antoncic (2011).



Demographics:

		Frequency	Percentage (%age)
Gender:	Male	73	80%
	Female	19	20%
Age: In year	20 – 25:	26	28.26%
	26 – 35:	58	63%
	36 – 55:	8	7.40%
Education:	Bachelor:	44	45.65%
	Master:	47	51.1%
	PHD:	3	0.03%
Experience: In year	1 – 5:	63	69%
	6 – 15:	27	29%
	16 – 30:	2	2%

Table 1: Demographics

Results and discussions:

Correlation:

In the study two variables were correlated, the job satisfaction and emotional stability was tested the results of these are represented in correlation table 2. Both two variables were highly correlated with each other. In the analysis the job satisfaction will be denoted by JS and Emotional stability will be denoted as ES

Table: 2 show the correlation results of two variables the job satisfaction and Emotional stability. As the result show that job satisfaction Pearson correlation in emotional stability is 0.261* and significant (2-tailed) is 0.012 and the emotional stability Pearson correlation in job satisfaction is 0.261* and

significant (2-tailed) is 0.012 and the number of questionnaires are N= 92. This correlation is significant at the level of 0.05 that is positive.

		JS	ES
JS	Pearson Correlation	1	-.261*
	Sig. (2-tailed)	.012	Sig. (2-tailed)
	N	92	92
ES	Pearson Correlation	-.261*	1
	Sig. (2-tailed)	.012	
	N	92	92

Table 2. Correlation results of two variables: job satisfaction (JS) and Emotional stability (ES).

The following table 3 shows item to item correlations.

		JS1	JS2	JS4	JS3	JS5	ES1	ES2	ES3	ES4	ES5
JS1	Pearson Correlation	1	.442**	.496**	.586**	.594**	.045	-.053	-.286**	-.166	-.081
JS2	Pearson Correlation	.442**	1	.462**	.481**	.518**	-.237*	.027	-.226*	-.273**	-.056
JS4	Pearson Correlation	.496**	.462**	1	.702**	.555**	-.078	-.022	-.358**	-.208*	-.175
JS3	Pearson Correlation	.586**	.481**	.702**	1	.515**	.020	.042	-.338**	-.101	-.226*
JS5	Pearson Correlation	.594**	.518**	.555**	.515**	1	.026	.075	-.392**	-.241*	-.249*
ES1	Pearson Correlation	.045	-.237*	-.078	.020	.026	1	.370**	.340**	.407**	.171
ES2	Pearson Correlation	-.053	.027	-.022	.042	.075	.370**	1	.143	.123	.186
ES3	Pearson Correlation	-.286**	-.226*	-.358**	-.338**	-.392**	.340**	.143	1	.334**	.271**
ES4	Pearson Correlation	-.166	-.273**	-.208*	-.101	-.241*	.407**	.123	.334**	1	.166
JS1	Pearson Correlation	1	.442**	.496**	.586**	.594**	.045	-.053	-.286**	-.166	-.081

Table 3 Item to item correlations

*. Correlation is significant at the 0.05 level (2-tailed).

Regression:

Variables	B	t-stat	Significance
ES	-0.261	-2.566	0.012
R square = 0.068		Adjusted R square = 0.058	

Table 4

Dependent variable is JS

*Significant level is 0.05

In the study the regression analysis performed in that job satisfaction is dependent variable and Emotional stability is independent variable. It is observed that β value of emotional stability is 0.261 and t-stat is 2.566 with significant of 0.012. R square value in the analysis is 0.068 with average R square value is 0.058. these analysis finalize the level of significant is 0.05.

Recommendation and Practical Application:

- The employee's selection committee of organization should select the employee who is emotionally stable.
- The organization should reward their employees as they can fulfill their needs easily.
- The organizations have to perform their work as an excitement and challenging that gives a sense of accomplishment.
- The employees should reward at known time before the end of the month late paying also unsatisfied the employee with his/her job.
- The organizations have to allow the employee to show their skill.
- The healthy and productive skills and performance have to be reward and motivate the employees by organization.
- To keep employees satisfied the sports, trips and outing have to be organized by organization.
- For personality development the personality grooming workshop have to be organized by organization.
- Some positive steps must be taken for emotional stability of employees already in the organization.

Limitation and future Research

This study has many limitations the very primary limitation of

the study is that this study survey area was too short if this research is done again it should have to be in all over state of under developing area that we can get the more effective data for the research of impact of emotional stability on job satisfaction in under developing area. Other limitations are the budget, due to less sources this research was limited to some area and also due to less time the researcher should give more time and have to have more budget that make able the researcher to obtain more data and to search and collect more literature for study. The another limitation of the study was the date of the study mean this study was held in the time when there was winter vacation of different institutes which will disable the researcher to get more data about job satisfaction the timing and duration should be selected when most of the accessible institutes and departments are open and season should be keep in mind that make able the researcher to have the more organizations employees data.

Conclusion:

It is recognized that emotionally stable personalities always contribute to organization goal; this study aim was to verify and observe the impact of emotional stability on the job satisfaction. The research outcome is the job satisfaction is positively impacted by the emotional stability of person personality. The analysis appreciate that the job satisfaction is the dependent of emotional stability, the employees who were emotionally stable was generally satisfied with their jobs as the significant level was positive and level was 0.05.

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