



## Sensation seeking, Work Motivation, Job Satisfaction and Marital consent in female teachers

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### Abstract

**Introduction:** The present study aims was to examine the relationship between sensation seeking, happiness with marital satisfaction in female teachers of high school in Ahwaz.

**Materials and method:** In doing so, 260 teachers from the education office of 4 districts Ahvaz were selected using random sampling. The sample responded to the Sensation Seeking Scale (Zuckerman, 1987), Work Motivation and Job Satisfaction Scale (Akinboye's, 2001) and Satisfaction Marital Questionnaire (Olson, et al., 1987). Data analysis involved both descriptive and inferential statistics including mean, standard deviation, Pearson's correlation coefficient and regression analysis.

**Results:** Sensation seeking, Motivation and Job Satisfaction showed significant correlation with marital satisfaction. Results of multi regression analysis also revealed that overall, sensation seeking; Motivation and Job Satisfaction can predict 0.29 changes of marital satisfaction.

**Conclusion:** Job satisfaction and Work Motivation and Marital satisfaction helps people to be successful cheerful and likely to experience a fulfilling life and manage sensation seeking which motivated to continuously work for things that will make them happy and experience new emotions.

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## **1. Introduction**

Among the most fundamental factors which affect the effective performance of a family is the consent of spouses (Sinha & Mukerjee, 1991). In addition, dissatisfaction in the relationships of spouses results in reducing the mental health, the level of life satisfaction (Nock, 1995) and causes difficulty in their social relationships (Niolon, 2000). According to definition, the marital satisfaction is a state in which the couples are happy and satisfied with their marriage (Mirahmadizadeh, Nakhaii, Tabatabaïi & Shafii, 2003).

Winch et al believe that the marital situation is the consistency between the current situation and the expected one. According to this definition, the marital satisfaction is achieved as the current situation of marital relationship is consistent with the expected situation. Ellis expressed that the marital satisfaction is the subjective feeling of happiness, satisfaction and pleasure experienced by the husband or wife, as they consider all aspects of their marriage (Sanaii, 2000).

According to Hudson, perception of the husband or wife about the severity and extent of the problems in the relationship reflect their marital satisfaction level (Haidari & Latifnejad, 2010). According to Glosser, the failure of most couples is due to the difference between the extents of basic needs of spouses as well as the use of external control trait. Glosser believes that all human beings are born with five genetic needs and all our behaviors are for fulfilling these needs. The needs include: the need for love and belonging, freedom, power, recreation and the need for survival. If the married people understand that they are affected by their five basic needs and if they employ the "Choice Theory" and try to satisfy these needs from the beginning of their common life, a remarkable progress will develop in their marital relationships. Recognition of these needs is the main key for improving strong and permanent emotional relationships of spouses. In the other words, the main objective of "Choice Theory" is to teach couples to understand their basic needs and avoid using external control psychology and try to have better choices considering the concept of general behavior (Askari, 2010).

One of the most relevant variables which have a probable link with marital consent is Sensation seeking (SS). (SS) has been defined as a biologically based personality trait that involves the tendency to seek varied, novel, complex, and intense sensations and experiences (Zuckerman, 1994). Several questionnaires have been used to assess SS, most notably the Sensation Seeking Scale (SSS-Form V) (Zuckerman, 1979) with four subscales (Thrill and Adventure Seeking, Experience Seeking, Disinhibition, and Boredom Susceptibility), the Tridimensional Personality Questionnaire (one of its dimensions is Novelty Seeking and is considered to be a measure of SS) (Cloninger, 1987), and more recently the Zuckerman-Kuhlman Personality Questionnaire (ZKPQ) (one of its scales used as a metric of SS is the Impulsiveness Sensation-Seeking scale) (Zuckerman, Kuhlman, Teta, Joireman & Kraft, 1993).

A number of studies examining whether a link exists between Motivation, Job Satisfaction and SS have been correlational in nature;

Motivation is a human psychological characteristic that contributes to a person's degree of commitment (Stoke, 1999). It includes the factors that cause, channel, and sustain human behavior in a particular committed direction. Stoke, in Adeyemo and Aremu (1999) goes on to say that there are basic assumptions of motivation practices by managers which must be understood. First, that motivation is commonly assumed to be a good thing. One cannot feel very good about oneself if one is not motivated. Second, motivation is one of several factors that go into a person's performance (e.g., as a librarian). Factors such as ability, resources, and conditions under which one performs are also important. Third, managers and researchers alike assume that motivation is in short supply and in need of periodic replenishment. Fourth, motivation is a tool with which managers can use in organizations. If managers know what drives the people working for them, they can tailor job assignments and rewards to what makes these people "tick." Motivation can also be conceived of as whatever it takes to encourage workers to perform by fulfilling or appealing to their needs. To Olajide (2000), "it is goal-directed, and therefore

cannot be outside the goals of any organization whether public, private, or non-profit”

payment, which encourages workers or groups by rewarding them according to their performance; personal or special allowances, associated with factors such as scarcity of particular skills or certain categories of information professionals or librarians, or with long service; and fringe benefits such as holidays with pay, pensions, and so on. It is also so important to ensure that the prevailing pay in other library or information establishments is taken into consideration in determining the pay structure of their organization. Studies on work motivation seem to confirm that it improves workers' performance and satisfaction. For example, Brown and Shepherd (1997) examine the characteristics of the work of teacher-librarians in four major categories: Knowledge base, technical skills, values, and beliefs. He reports that they will succeed in meeting this challenge only if they are motivated by deeply-held values and beliefs regarding the development of a shared vision. Vinokur, Jayaaratne & Chess (1994) examine agency-influenced work and employment conditions, and assesses their impact on social workers' job satisfaction. Some motivational issues were salary, fringe benefits, job security, physical surroundings, and safety. Certain environmental and motivational factors are predictors of job satisfaction. While Colvin (1998) shows that financial incentives will get people to do more of what they are doing, Silverthorne (1996) investigates motivation and managerial styles in the private and public sector. The results indicate that there is a little difference between the motivational needs of public and private sector employees, managers, and non-managers.

Preclinical studies also support the link between SS, Work Motivation, and Job Satisfaction and marital consent. Rats who displayed a greater preference for a novel environment were more sensitive to the discriminative stimulus effects of amphetamine as well as to its suppressant effects on response rate (Bevins, Klebaur & Bardo, 1997). The biological link underlying the trait of SS Work Motivation, Job Satisfaction and marital consent have not been definitively determined (e.g., Hooks

& Kalivas, 1994; Bardo, Donohew, & Harrington, 1996; Saigusa, Tuinstra, Koshikawa, & Cools, 1999) as the link between sensation seeking, Work Motivation, Job Satisfaction and Marital Satisfaction have not been investigated in Iranian samples so the aim of the current is to study and determine this relationship.

## 2. Method

### 2.1. Participants

Statistic population of research concludes all female teachers of 4 district of education office of Ahwaz city (720) of educational year of 92-93. Totally, 260 teachers were selected by simple random sampling. Research Instruments was completed all towhead.

### 2.2 Measurement

#### 2.2.1. Sensation seeking

A short measure of sensation seeking (Hoyle, Stephenson, Palmgreen, Lorch & Donohew, 2003) scale, was used in this study. This measure is a 5-point Likert-type scale with eight items and responses ranging from 1 (strongly disagree) to 5 (strongly agree). Reliability was acceptable ( $\alpha = 0.76$ ), and participants' responses were summed and averaged to create a composite score, with a higher score indicating a higher level of overall sensation seeking.

#### 2.2.2. Work Motivation and Job Satisfaction Scale (WMJSS)

The first section of the questionnaire collected information such as age, sex, experience, professional status, marital status, position, and so on. The second section contained the items, and was divided into two parts. The first part of Work motivation which contains 15-item using a Likert scale ranging from strongly agrees to strongly disagree. Items were adapted from Work Motivation Behavior Scale of the Akinboye's 2001 executive behavior battery. The second part of the instrument contains items that measure job satisfaction which include 5-point Likert scale ranging from very dissatisfied to very satisfy. Items in this section were adapted from the Minnesota Satisfaction Questionnaire by Weiss, Dawis, England and Lofquist (1967).

2.2.3. Index of Marital Satisfaction (IMS)

This index has two cut off score including 30 (+5) and 70 cut-off scores. The scores less and more than 30 indicate the absence of clinical signs of complications and significant clinical problems, respectively. The scores more than 70, always indicate severe stress and the possibility of using some kinds of violence for problem-solving. In this

study, both cut-off points were used. The test reliability of 0.96 was obtained using re-test method.

3. Results

For analyzing the data Stepwise regression and Pierson correlation matrix was employed. Table 1 shows the correlation matrix of observed variables.

Table1. Correlations Coefficients for observed Variables

Variables	Sensation seeking	Work Motivation and Job Satisfaction	Marital Satisfaction
Sensation seeking	1		
Work Motivation and Job Satisfaction	0.50 **	1	
Marital Satisfaction	0.64 **	0.44 **	1

\* P≤ 0.05 \*\* P≤ 0.01

Table2. Stepwise regression of marital satisfaction according to predictor variables

Model	Predictors	R <sup>2</sup>	R <sup>2</sup> <sub>adj</sub>	β	t	P
1	Satisfaction feeling	0.20	0.19	0.44	25.14	0.02
2	Sensation seeking	0.22	0.22	0.17	2.87	0.02
3	Work Motivation, Job Satisfaction	0.27	0.26	0.18	2.90	0.01
4	Experience seeking	0.29	0.28	0.16	25.14	0.01

Dependent variable: marital satisfaction

The first model displays that 0.20 of marital satisfaction variance is explained by Satisfaction feeling. Entering other variables to the model add 2, 3 and 4 percent to dependent variable in turn. So rate of (f, t, sig and r shows that there is a significant relationship between Sensation seeking and Work Motivation, Job Satisfaction with marital satisfaction.

4. Discussion

The present study was conducted to determine the relationship between Sensations seeking Work Motivation, Job Satisfaction with marital satisfaction. The results showed that the female teacher’s Sensation seeking and Work Motivation, Job Satisfaction is among of factors which affect the marital satisfaction. This means that those who have sociality aspects or those who have traits and tendencies such as loving people, preferring large groups and gatherings, being courage and talkative, tendency to sexual arousal and stimulating and those who are cheerful, energetic and optimistic have high marital satisfaction. The results of present

study are consistent with the results of the Moradi, Shafiabadi and Sodani (2008) who found the effectiveness of communication skills and sociality on marital satisfaction. On the other hand, the results of current study are consistent to a great extent with the results of Askari (2010).

Therefore, it can be said that the extroversion of couples or the community orientation (group orientation), intimacy (warmth), sensation seeking, activity affect the marital satisfaction. According to previous studies, the women pleasantness which actually composed of personality components such as trust, candor, sympathy, companionship, humility and mercifulness has a negative impact on their satisfaction and Work Motivation and Job Satisfaction. On the other words, the couples with personality traits such as trust, candor, sympathy, companionship, humility and mercifulness have lower Work Motivation, Job Satisfaction and marital satisfaction. In fact, high amount lower Work Motivation, Job Satisfaction as personality traits have a positive impact on marital satisfaction of women.

In addition, Job satisfaction and Work Motivation are so important in that its absence often leads to lethargy and reduced marital satisfaction (Moser, 1997). Lack of job satisfaction is a predictor of quitting a job (Alexander, Liechtenstein & Hellmann, 1998; Jamal, 1997). Sometimes workers may quit from public to the private sector and vice versa. At the other times the movement is from one profession to another that is considered a greener pasture. This later is common in countries grappling with dwindling economy and its concomitant such as poor conditions of service and late payment of salaries (Nwagwu, 1997). In such countries, people tend to migrate to better and consistently paying jobs (Karimi & Siyadat, 2014). Explaining its nature some researcher (e.g. Armentor & Forsyth, 1995; Flanagan, Johnson & Berret, 1996; Kadushin & Kulys, 1995) tend to agree that job satisfaction is essentially controlled by factors described in Adeyemo's (2000) perspectives as external to the worker. From this viewpoint satisfaction on a job might be motivated by the nature of the job, its pervasive social climate and extent to which workers peculiar needs are met. Working conditions that are similar to local and international standard (Eghbal, Siadat, Rajaepour & Hoveida, 2014), and extent to which they resemble work conditions of other professions in the locality. Other inclusions are the availability of power and status, pay satisfaction, promotion opportunities, and task clarity (Bolarin, 1993; Banisi & Ostadali, 2014).

Generally, Job satisfaction and Work Motivation helps people to be successful cheerful, as well as When people are motivated by Work Motivation, they are likely to experience a fulfilling life. They will be motivated to continuously work for things that will make them happy and experience new emotions. Consequently it inspires them to progress and progression and will help them to be and satisfied from their married life and job.

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