

Analyzing and Prioritizing the Effective Factors on the Job Satisfaction of Personnel of Ports and Maritime Organization in Imam Khomeini Port

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Abstract

There are many factors affecting job satisfaction which are different among organizations depending on the culture, size, kind of the productions and services and other environmental conditions. The aim of the present research is to study and prioritize the factors influencing job satisfaction among the personnel of Imam Khomeini port main office of Ports and Maritime Organization. Data was collected from 140 employees using Randomsampling technique. The research tools included two questionnaires. The first questioner contained the questions related to the employees' personal information and the second contained questions related to job satisfaction. The Analytical results obtained from the first questionnaires showed the relationship between personal characteristics and job satisfaction and the second one showed that the factors influencing job satisfaction by order of priority and specifies position of the needs in Maslow's hierarchy of needs.

Keywords: *Job Satisfaction, Motivation Factors, Imam Khomeini Port.*
