The Relationship between Empowerment and Job Satisfaction
Librarians in Iran and Tehran University of Medical Sciences

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Abstract
Objective: This study aimed to investigate the relationship between empowerment and job satisfaction, and Librarians University of Medical Sciences in Iran and Tehran.
Methods: This was an applied research. The study sample consisted of librarians in Iran and Tehran University of Medical Sciences, Which number of 137 people worked questionnaire, 110complete census method was used in this study. Two standard questionnaires to gather data-and Spreitzer (1995) and Spector (1997) was used. Descriptive and inferential statistics were used for data analysis and correlation analysis and t-test and LSD test was used for statistical analysis SPSS version 21 was used.
Results: The results of this study show that, between empowerment and its dimensions (competence, Be meaningful, effectiveness, autonomy and confidence) and job satisfaction among librarians Iran and Tehran University of Medical Sciences there is a significant positive relationship, and the impact of job satisfaction is most correlated with the severity of 0.719.
Conclusion: We therefore conclude that higher between empowerment and job satisfaction among librarians there is a significant positive relationship, perhaps with a plan aimed at improving the ability of librarians to increase their job satisfaction.
Keywords: Empowerment, job satisfaction, librarians, University of Medical Sciences, Tehran University of Medical Sciences

Key words: ethics, management, Islamic ethics, Islamic management, western management

Statement of Problem
Iran and Tehran University of Medical Sciences of the State University and are covered by the Ministry of Health. Iran University of Medical Sciences and Health Services, one of the largest medical universities in the country was established on the date August 1973 library in 1974 in less than two years by collecting thousands of scientific and medical sciences and various librarians Tehran University of Medical Sciences in Tehran, that founded in 1851 who in 1851 founded the Academy school survivors. The National Museum of History, University of Medical Sciences also runs and owns more than 50 in school-library, research centers and hospitals. The results of many studies about the importance of growth and development of human resources and the development of human societies often focus on this point that no society is developed, unless it is paid to the development of their human resources. Today, researchers have found that staffing issues qualified and skilled human resources, a valuable capital for the development of countries are endless. So that the last half-century a significant part of the development of the developed countries due to changes in personnel have been trained. In the past, labor, capital, land, were considered the main factors of production. Today, changes in technology, human resources and increasing the Productivity seen as agents of development. Raplpe believes, empowerment is a concept and a set of behaviors and an organization. As a subordinate of the authorization decision, as a set of behaviors, meaning an autonomous groups and individuals involved in determining the fate of his career, and as an organization, the more opportunities for freedom of labor, improve Applying skills, knowledge of their potential strength, good to themselves and their organization grants (Dastranj, 1383). The word empowerment means giving power to
the people, the concept of the traditional management techniques to control the hierarchy emphasized placed. One of the areas of application working on concepts related to the dimensions of job satisfaction, is the librarian. The library as a social institution must be able to meet the needs of their clients operate efficiently. The Ultimate goal of using the library in the shadow of troops, to provide services through the screw. Job satisfaction goes on maintaining the most professional human resources organizations and directly to the physical and mental health issues such as labor, management problems and many other factors are concerned. Since research is one of the Librarians University of Medical Sciences feel the need to work on the dimensions of job satisfaction. Karany, job satisfaction as an emotional response (or emotional) a Pearson than his job defines. This emotional reaction associated with real consequences willingness, expectations and demands of employees (Ravary, Mirzaee and Vanaki, 2012). Job satisfaction is an important factor to increase charitable work in career success in the organization. Job satisfaction and organizational effectiveness and efficiency of an organization, there is a strong correlation. Job satisfaction is a complex and multi-dimensional concept and psychological factors, physical and social relationship. It is not only a factor of job satisfaction but also a certain combination of various factors would be employers in a given moment of time on their job satisfaction and job satisfaction, and tell the meanings of pleasure. A Pearson with an emphasis on different factors such as income, social value of jobs, working conditions and employment in the different products to different ways of job satisfaction is stopped. As noted, many factors have an impact on job satisfaction and the present study is to investigate this issue, the relationship between empowerment and job satisfaction among librarians Iran and Tehran University of Medical Sciences there.

In this study, the following hypotheses were tested.

1. Between empowerment and job satisfaction among librarians Iran and Tehran University of Medical Sciences there is a significant relationship.

2. Competency and Job Satisfaction among librarians Iran and Tehran University of Medical Sciences there is a significant relationship.

3. Significant between job satisfaction librarians Iran and Tehran University of Medical Sciences in Iran and there is a significant relationship.

4. The impact of job satisfaction among librarians Iran and Tehran University of Medical Sciences there is a significant relationship.

5. Between self-determination (autonomy) and job satisfaction among librarians Iran and Tehran University of Medical Sciences there is a significant relationship.

6. Between trust and job satisfaction among librarians Iran and Tehran University of Medical Sciences there is a significant relationship.

Spreitzer (1992), Psychological empowerment as a motivational concept consists of the following four competences, autonomy (choice), has defined the significance of the impact investment. These dimensions reflect a personal orientation to the role of employees in the organization (khan Alizadeh, 2006). Mishra (1992) division provides another dimension of empowerment that includes five components (sense of competence, a sense of choice, a sense of effectiveness, feel meaningful the feeling of having a trusting others) is (Mooghal, Hassanpour and Hassanpour 2007).

1. Competence
Competence and performance capability of business confidence returns An employee's ability to do a job and improve their skills and performance to believe it Staff also believe that they can provide the resources to do their work by the way they (Spreitzer transport arms Vakarakyat, 2008, Lee and kuh, 2001).

2. Set
When people involved rather than by having to work or kill the voluntary measures begin to feel self-determination (choice) is (Ugboro & Beng, 1988 quoted khan Alizadeh, 2008).

3. The impact of (the feeling of effectiveness)
Spreitzer feels the impact as the individual's ability to influence and more important consequences for the organization and defines. On the other hand, if people do not recognize how important they are in their organization, lack of empowerment will continue to (Spreitzer quoted Vakarakyat, 2008, Lee and kuh 2001)

4. Significant
Significance in the sense of working with ideas related standards related to objectives and responsibilities of the individual. They value their business activities in the system is important. Capable of producing
carefully about what they will, in the spirit of good work and a (sense of personal importance) are minimal. Activities is a significant challenge, a sense of purpose, excitement or mission it is to provide them (Ugboro & Beng, 2000).

5. trust in other,
Make sure that they will be treated fairly Weeks. Usually means owners feel confident that their power will not harm or loss, or they will be treated impartially (Barber, 1983According to the khan Alizadeh, 2008).

The need to empower staff
"Empowering employees, provides many opportunities for them to creativity, flexibility and authority over business practice. It is believed that empowerment has positive effects on self-esteem of employees. Employees who feel better about themselves, you are better prepared to do work. In other words, it allows administrators to empower knowledge, skills, experience and motivation to benefit all the people. Therefore, empowerment can be a way to help release the potential of employees "(Greco, Spence & Wong according to Cacioppe, 2019 according to Matin Zareye and Mohammady Ilyasi and Sanaati, 2007, pp. 97-98).

Determinants of job satisfaction
"You could say almost all factors in motivating people to kind can be considered as factors influencing job satisfaction. In the passing reference to these factors is pressed.
- Personal factors such as attitude, age, seniority and experience, maturity, attitude and the prevailing needs.
- Organizational factors such as salary, promotion, positive change in salary, more responsibility, more challenging work, freedom in decision-making, organization and role ambiguity.
- Nature of work include: the range of jobs, job diversity, work environment, supervision style, behavior support, group, size of group and personal interaction in Quality personal interactions and in good working condition "(Moqimi, 2001 Farahi Buznjany quoted, Mahdavi and Abbasi, 2010, pp. 107)
Figure 1. The model of job satisfaction (Moqimi, 2001 Buzanjany quoted Farhi, Mahdavi and Abbasi, 2010)
Factors affecting job satisfaction

1. **Age**: Age is one factor in job satisfaction, according to research conducted job satisfaction goes up as age increases. Often before retirement between age and job satisfaction are positively related.

2. **Gender**: This variable has very little effect on job satisfaction because in some studies, women are more satisfied with their work and, in some studies, men are more satisfied with their work.

3. **Education**: In the opinion of many experts, holding constant the level of education between job satisfaction and job level is negatively. Because each person's level of education rises Expectations are that he will increase the job and the organization cannot provide the individual needs of his job satisfaction decreases.

4. **Reward**: to compensate for the time and effort that the organization undergo and power-supply everyone in the organization and to achieve an organization’s goals is spent in retaliation for creativity and innovation and application of new working practices and methods in other words, the reward is reduced, the better the reward tasks at a higher level than what normal standards.


**Methods**

The study sample consisted of librarians and Tehran University of Medical Sciences. In total 137 people, and 110 people worked in the questionnaires. So complete census method used to select the participants in this study. Descriptive statistics such as mean, standard deviation, frequency and percentage were used to analyze the data. Also, in order to study the relationship between empowerment and job satisfaction, Pearson correlation coefficient was used t-test and LSD test. This study was to analyze the data using SPSS Version 21. In order to evaluate the difference in educational levels of job satisfaction t-test was used. The results were as follows (F-Values = 2.475 and P-Values = 0.01), the average educational. Level of job satisfaction there is a significant difference. In order to evaluate the degrees in which there is a significant differences LSD post hoc test was performed, the results of which are shown in the table below.

<table>
<thead>
<tr>
<th>Degrees</th>
<th>Significant level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diploma and Degree</td>
<td>0.888</td>
</tr>
<tr>
<td>Diploma to Bachelor</td>
<td>0.015</td>
</tr>
<tr>
<td>Diploma to Masters</td>
<td>0.160</td>
</tr>
<tr>
<td>Diploma to PhD</td>
<td>0.224</td>
</tr>
<tr>
<td>With bachelor’s degree</td>
<td>0.023</td>
</tr>
<tr>
<td>Diploma to Masters</td>
<td>0.166</td>
</tr>
<tr>
<td>Diploma to PhD</td>
<td>0.208</td>
</tr>
<tr>
<td>BA MA</td>
<td>0.143</td>
</tr>
<tr>
<td>BA and PhD</td>
<td>0.897</td>
</tr>
<tr>
<td>MA and PhD</td>
<td>0.643</td>
</tr>
</tbody>
</table>

According to the table above, which are shown levels of education (diploma with Bachelor's and master's degree with) 0.015 and 0.023 are significant differences in intensity.

This was after the Pearson correlation test results

The competence and job satisfaction librarians Iran and Tehran University of Medical Sciences, there is a positive correlation with the severity of 0.601 and the correlation is statistically significant (significance level of less that 0.05 is obtained). The significant and job satisfaction librarians Tehran University of Medical Sciences in Iran and there is a positive correlation with the severity of 0.586 and the correlation is statistically significant (significance level of less than 0.05 is obtained). University of Medical Sciences, there is a positive correlation with the severity of 0.719 and the correlation is statistically significant (significance level of less than 0.05 is obtained). Self-determination and job satisfaction among librarians University of Medical Sciences Iran and Tehran Positively 0.367 intensity, and the correlation is statistically (significance level of less than 0.05 is obtained). Between empowerment and job satisfaction librarians Iran and Tehran
The Relationship between Empowerment and Job Satisfaction among Librarians

University of Medical Sciences, there is a positive correlation with the severity of 0.712, and the correlation is statistically significant (significance level of less than 0.05 is obtained). Between empowerment and job satisfaction librarians in Iran and Tehran University of Medical Sciences and a positive correlation with the severity of 0.792, and the correlation is statistically significant (significance level of less than 0.05 is obtained).

Discussion
The results show that the empowerment and its dimensions (merit, significance, influence, self-determination and confidence) and job satisfaction there is a significant positive correlation with the results from previous studies such as what field and others (2014) in research as regards empowerment and perceived organizational support and job satisfaction of physical education teachers in Hamedan; Amini (2012) in a study entitled The mediating role of climate in the relationship between empowerment and job satisfaction employees oil and gas exploitation company Gachsaran; Cicolini, Comparcini & Simonetti (2014) in research as empowerment and job satisfaction of nurses in the workplace: a systematic literature review, Sparks (2012) in research as psychological empowerment and job satisfaction among a group of nurses generation match.

Conclusion
Therefore it can be concluded that between empowerment and job satisfaction among librarians there is a significant positive relationship, perhaps with a plan aimed at improving the ability of librarians to increase their job satisfaction.

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