

Predict job well-being based on perceived job success in hospital staff

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Abstract

Introduction: Optimal use of existing forces in any organization is emphasized. Therefore, attention to the job welfare structure of employees is increasing. The aim of this study is to predict job well-being based on perceived job success.

Method: The research is applied and descriptive correlational type. The statistical population included all 257 staff members of Imam Reza Hospital in Bojnourd, 154 people were selected by simple random sampling method according to Krejsi-Morgan table. The data were collected by Henikin's job well-being Questionnaire and perceived career success by Grebner et al, their factual and content validity were confirmed by the professors and reliability was estimated to be 0.89 and 0.77 through Cronbach's alpha, respectively. SPSS 21 software was used to analyze the data.

Results: the amount of beta coefficients for perceived job success is 0.49. This means that for a unit of change, the standard deviation of perceived job success will be 49% of the change in the standard deviation of job prosperity.

Conclusion: The results showed the job well-being is predicted based on perceived job success.

Keywords: Job well-being, Perceived job success, Positive organizational relationships.

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