



Review of relation between creativity and job's satisfaction of physical education teachers

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Abstract. The aim of this research is review of relation between creativity and job's satisfaction of sports teachers at Takestan town. Research society involves 41 teachers from this town at 2014. stational society is limited. sample's size is equally with stational society. We used Rendesip questionarry for creativity and Martin ganon questionnaire for job's satisfaction. 15 experts confirmed its's admissibility & it's reliability computed with 30 tester & cronbach's alpha 0/8 & 0/87 respectively. the obtained information used descriptive stational indicators in descriptive analysis & smirnof_kolmogrof test in inferential analysis& pearson's correlation& T-test used Spss 19 software. The results showed that there is meaningful positive relation between creativity and job's satisfaction of physical education teachers. The results showed that there was no meaningful difference between the creativity of teachers by degree, but there is a meaningful difference between the job satisfaction of teachers by Degree. Results showed that teachers with higher degree have more job satisfaction and creativity.

Keywords: Job's satisfaction, creativity, physical education teachers

1. INTRODUCTION

Organizations are humanitarian organizations committed to work towards specific goals. Because in today's dynamic world, organizations are faced with new technologies, but it is not independent of man and they are planned and managed by humans. This main source of organization should be managed, growth, and provided him and his family the welfare facilities. Many of the most critical problems are not on the realm of "things", but the "man". Thus, the study of the attitudes and behavior of individuals in organizations and effect of their performance as a key resource of organization can affect the efficiency and effectiveness and also the conservation of organizations. Creative and satisfied staffs are as the most important asset of an organization and also the most competitive advantage and the scarest supply in today's organizations economy. Offering different high quality services and products, reducing costs, increasing competitiveness, innovation and creativity are among the benefits of qualitative human resources. The strategy of today business organizations are essentially focused on human resources .people play key role in the growth and development of organizations in present challenging and changing environment. It becomes more difficult to recruit and retain the talented and competent human forces in the organization. This challenge led to create a process to identify, diagnose and select the right manpower. The modern complicated life is being new every moment and innovation is a necessity to have continued an active life. Human needs innovation and creativity to create vitality and dynamism in life so that meet his tendency toward diversity. Human society needs innovation to prevent the statis conditions and society death and also to survive. Our world is changing rapidly, so the creative thought is a key to creat

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the possibility to confront the problems, adoption and finally our success. To resolve a problem creatively, the human can use all his brain's ability (Lamzdyn, 2008, translated by Nasr azadani and Arbab Sherani, 2007). Creativity is a mental process that a certain person can do it at a certain time, a process that a new effect - including the idea of new and different something - can be produced. New and different products can be verbal or non-verbal and physical or mental. Creativity has been considered in all aspects of human's life as a superior human need and includes the wide range transformations and also a mutation in human thought so that provide an ability to combine the past factors in new form (Davenport 1998).

Several definitions of creativity have been offered by experts. Bentley (2002) stated that: creativity is the application of knowledge and skills in new ways to achieve great results. Albrecht believes that creativity is a mental process to generate new and innovative ideas (Alvani, 2009). Eric From stated: the creativity is the ability to see (know) and answer (Rezaeian, 2008). Stephen Robbins stated that creativity is the ability to combine in a unique idea or creating continuity between ideas.

Creativity has three dimensions: noncognitive, cognitive and motivative. Noncognitive aspects of creativity include the creative features in motion, art and special abilities that can be seen less in the same subjects. Cognitive aspects of creativity concern the existence a divergent thinking in person mind. creative individual have ability to produce more creative ideas and he enjoys the higher mental flexibility. He produced innovative and creative ideas during his ideas production that these ideas occurred to the mind a few people. Cognitive dimensions of creativity are represented the inner motivations and invoked a person to follow his desired activity continuesly and without an external reward. The cognitive theory is based on divergent thinking. However, divergent thinking has no certain answer for a same question, and there is multiple answers to same question, while in convergent thought, there is same response to the same question (Zamani, Goli, Naseri, 2005). The Ceske investigation (1985) of the characteristics of creative people showed that they enjoy rich intelligence , honesty, openness and flexibility, and with maximum benefit from their leisure time, they examine various issues by the openness and divergent thinking to achieve new solutions. In fact, there is time pressure in everyday life which is background of increasing anxiety. Obviously, severe anxiety is a pest of productive and creative thinking (Afrouz ,2010). One of the common characteristic of creative people, who is accepted among psychologists and researchers in this field, is the extraordinary imagination of all creative children and adults (Shariatmadari, 2011).

The employees of every job could be creative (Bhatt, 2001) .So the organizational researchers must determine variables that caused to the encouragement of creativity so that the organizations can enjoy the creativity and the managers must know how to support these creativities (Duffy, 2000). High success rate of today organizations is based on creativity, innovation, discovery and invention. According to the existing needs, the organization are encouraged to efficiently change the behavior of individuals and organizations functions so that can survive , it seems the changes lead to the increasing emergence of new and benefit ideas rapidly. Among the organizations that have an important role in human life, are institutional organizations especially education system. In each country, the education system is one of the important social systems. The mission of this system is to transfer the cultural heritage and human experience to the next generation, to make desired changes in knowledge, attitudes and the behavior of children, adolescents and young adults. This system help to change the potential

people to the healthy, creative, balanced and developed humans in one hand and also provide the needs of human resources in different cultural, social and economical divisions in society. The creative people in education system and other scientific centers are as a must because these centers play important role to teach the committed and expert human resources for all organizations and departments. The educational organization's duty is to provide a ground of creativity development and right application of individual abilities and talents which is a ground to make cultural, economic, and social developments in society in one hand and also need to improve and teach the creativity in organizational level to achieve the dynamism within organization. Teacher training and proper planning to education is considered as one of the most important elements of education, and also a key role to improve the creativity. The educator's attitude than creativity and also the teaching method have direct relation to empowerment the class and develop the students's creativity. So it is necessary to provide sufficient programs to help teachers to attain the necessary skills and to teach creativity (Hosseinee, 2008). To achieve a significant innovation in education is difficult (Simmin, 2008). One of the issues raised in the twenty-first century education is the education of thought art. According to Shatvk (1992), education is the place of research and innovation. Kyngl (1995) also sees education as an innovation institution. He believes the creative education is an educational place and is based on the knowledge quality production and improvement. With this new approach, it can be predicted that in the coming decades, the education will achieve the best place to research, creativity and innovation. Therefore, it is natural to presume that such education should be some differences with traditional training (Pirkhaefi, 2004). Training the healthy and creative thinkers in all human societies is the ideal goal for the future, so that to reach this stage is the main goals of the government and people of every society. In recent decades, sports and physical education and its role in the health and vitality is located one topics of interest to the field of sports medicine experts. A beneficial effect of physical activity in different applications is not hidden from anyone. The results of some studies suggest that regular , organized and sustained physical activity is an essential factor in the development of health and exciement of all classes of society (Saadati, 2008). Education is an essential component of human society and one of the main objectives of the training and education of children by teachers and administrators. Most experts and scholars of educational issues believe teachers are the biggest and most important factor in education. So it is not surprising to be said the foundation of a successful educational system are teachers. The first step toward a successful teaching staff is to understand the factors that affect the quality of teachers. Therefore, the issue of job satisfaction of teachers is more attention because of its direct relation to their functions. Teachers with more job satisfaction will do the best .So it is necessary to consider the teachers's job satisfaction more than before. Education is a fruitful and yet difficult task which teachers play the best role and are considered the beginning of the transformation of education. Having a compassionate teacher can create a fundamental change in the education system. Therefore, job satisfaction is essential to meet these needs. The job satisfaction means he loved his job and considers its overall value and has a positive attitude towards it. Among the behavioural sciences, perhaps one of the biggest scandals concepts has attracted many fundamental theoretical efforts to itself on the one hand and and gained the important place at all levels of organizations management and resources is job satisfaction. This importance role is because of its effect on the organization improvement, health in one hand and also the job satisfaction in addition to different and sometimes difficult concepts is the contact place and also the common structure of many scientific fields such as education, psychology, management, sociology, economics and politics. Simply, the job

satisfaction represents how much people love their job .some people enjoy their job and consider it as an event above the organization borders and could be seen its effects on th personal life of them out of the organization. Job satisfaction is one of the most important issues in the human field of organization which determines many other variables. Many studies showed the job satisfaction is important factor to increase productivity, the employees sympathy than the organization, the attachment to work place , the work quality and quantity, having good humane relations at work place and to improve the employees' morality. Job satisfaction also influence in some important issues such as latency, absenteeism, turnover and individual efficiency and effectiveness as well as personal productivity. Job satisfaction is considered an important factor in increasing the efficiency and success. Teachers and trainers teach the huge force of students and they should be interested in their jobs I order to could flourish the students' abilities. Job satisfaction is the most important attitude which returns to the attitude or judgment to the members of an organization about a job and work environment. Job satisfaction is a collection of feelings and beliefs that people have about their current jobs. Job satisfaction is an important factor in career success, a factor that increases the performance and the personal satisfaction. Job satisfaction means to be loved the job requirements, conditions which takes to do and even the reward is received for it. According to the above, it can be said that the job satisfaction is a sense of satisfaction and pleasure of work and the joy of it, and therefore, they would found job assurance and dependence on it. Job satisfaction is an emotional and positive mood of job evaluation or job experiences. Job satisfaction leads to increase individual productivity; an individual can be committed to an organization, to guarantee the physical and mental health, increase the spirit of life and to learn new job skills quickly. Basically, the factors that affect the job satisfaction is very high and cannot be limited to one or more factors. Humans in their daily work deal with people, materials and equipment that each of them in turn has an important share in the satisfaction or dissatisfaction. there is a consensus in all studies that factors such as salaries and benefits, facilities, cooperation and friendship among employees, relationship between directors and employees, trusting on the board, providing job requirements, management competency, administration performance, adequate and accurate communication, social status and recognition of the value of work, job stability, labor relations, employee fitness goals with organizational goals, work environment, opportunity for growth and advancement, policy, and management of the organization, and discipline, communication with colleagues, job security, success in work and appreciation the work done are effective in the spirit and job satisfaction. Jalili (2003) investigate the relationship between job satisfaction and the level of education of school administrators in Zahedan city. Research findings showed that job satisfaction of managers' influence in their productivity positively. Hasani (2010) investigated the intermediating role of job satisfaction on the empowerment, creativity and innovation in Education department in West jarbayejan province. It was found there are significant relations between creativity and innovation and also the job satisfaction can anticipate the creativity and innovation. Nourozi (2012) in a study of the relationship between gender, job satisfaction and the creativity of librarians of public libraries in province and concluded that there was not significant correlation between creativity and job satisfaction of public librarians in Markazi Province. But the creativity of men and women librarians showed a significant difference in the superiority of women compared to men. According to the research hypotheses of job satisfaction, there was not significant relationship between men and women librarians. Also there was the positive significant relationship between job satisfaction and productivity in female librarians, but there was not a significant relationship between job

satisfaction and creativity in men librarian. This study aims to investigate the relationship between job satisfaction and creativity of physical educators in Takestan city, so the following questions are responded Is there a positive significant relationship between job satisfaction and productivity of physical educators in Takestan city? Have the physical educators' high satisfaction and creativity? Is there a significant difference between creativity of physical education teachers based on the degree of education? Is there a significant difference between job satisfactions of physical education teachers based on the degree of education?

2. METHODOLOGY

This study is a descriptive-correlational. The sample population of the study is all physical education teachers (41) in Takestan city in 2014. Since the present study is limited sample, the sample size is considered in equal to the statistical population. To collect data, the Randsip creativity 50-items questionnaire and Martin Gannon job satisfaction 37 items questionnaire were used. In Randsip creativity questionnaire, each question is ranked in five points Likert scale. The score range of this questionair is determined between 100-100 that the higher value represents the higher productivity which 80-100 very creative, 60-76 above-moderate creativity, 40-59 moderate creativity, 20-39 below-moderate, 10-19 non-creative. Martin Gannon questionnaire represents maximum possible score as 185 and a minimum score of 37. If the score is 87 or lower it, job satisfaction is at low level. If the score is the range 87-135 , it is concluded the moderate job satisfaction and the score in range 135-185, the job satisfaction of an optimum level (Moghimi , 2011). The validity of both creativity and job satisfaction questionnaires was approved by 15 of the experts and their reliability was computed in a pilot study with 30 subjects and 0.8 and 0.87 Cronbach's alpha respectively. Information was obtained in descriptive analytical method by using the descriptive statistical parameters and deductive analytical method by using Kolmogorof-Smirnof test, t-test independent of the statistical software 19spss respectively.

3. FINDINGS

Kolmogorof-Smirnof test (KS) indicated that the survey data are normally distributed. The results showed that %43/9 of educators (18 cases) were women and %56/1 (32 cases) were men. %73/2 (30 cases) had graduated in BA degree and 26/8% (11 cases) the MA degree.

The results showed that the mean job satisfaction of physical educators is 157/26 with SD 16/68 which represent the optimal job satisfaction of physical educators. The mean job satisfaction of female physical educators was 159/44 with a standard deviation of 18/55 and male physical educators were 159/44 with a standard deviation of 18/55. The results suggest that the degree of job satisfaction of female physical educators is more than men. The results showed that the mean creativity was 61/07 with SD 17/53 which represents the high creativity level of teachers. Mean creativity of male physical educators was 62/30 with SD 18/80 and female creativity of physical educators 59/5 with SD 16/17. The results suggested that the level of creativity of physical educators of men is more than women. As Table 1 shows there is a significant positive relationship between job satisfaction and creativity of physical ors in Takestan city.

Table 1. Correlation between job satisfaction and creativity of physical educators in Takestan city.

		creativity	job satisfaction
creativity	Pearson Correlation	1	0/840**
	P		0/000
	N	41	41
job satisfaction	Pearson Correlation	0/840**	1
	P	0/000	
	N	41	41

According to Table 2, the mean creativity and job satisfaction of physical educators with BA degrees were 59/366 and 153/500 with SD 15/940 and 17/631 respectively. The mean creativity and job satisfaction of physical educators with MA degrees were 65/727 and 167/454 with SD 21/471 and 18/384 respectively.

Table 2. Creativity and job satisfaction of physical educators on the basis of education degree.

	degree	N	mean	Standard deviation
creativity	BA	30	59/3667	15/94059
	MA	11	65/7273	21/47133
job satisfaction	BA	30	153/5000	17/63177
	MA	11	167/5455	18/34864

Table 3 shows that there is a significant difference between the job satisfactions of teachers on the basis of education degree.

Table 3. Independent samples t-test: significant difference between the job satisfactions of teachers on the basis of education degree.

	Levene's Test for Equality of Variances		t-test for Equality of Means							
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference		
								Lower	Upper	
job	Equal variances assumed	0/017	0/898	-2/236	39	0/031	-14/045	6/28	-26/749	-1/341
	Equal variances not assumed			-2/194	17/237	0/042	-14/045	6/4	-27/535	-0/555

Table 4 shows that there is no significant difference between the creativity of teachers on the basis of education degree.

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Table 4. Independent samples t-test: Non-difference between the creativity of teachers on the basis of education degree.

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
creativity	Equal variances assumed	1/692	0/201	-1/03	39	0/31	-6/36	6/178	-18/855	-6/134
	Equal variances not assumed			0/896	14/25	0/385	-6/36	7/097	-21/559	-8/837

4. DISCUSSION AND CONCLUSION

The results showed that there is a significant positive correlation between job satisfaction and creativity among physical educators in Takestan city. These findings are consistent to the results of Galilee and Hasani. The findings suggested that the creativity level of male physical educators is higher than woman which does not correspond with the results of the Nourozi's research. The results showed that job satisfaction of female physical educators is more than men. Also the findings indicated that there was no significant difference between the creativity of teachers based on the education degree, but there were significant differences between the job satisfaction and education degree. The results also showed that educators with higher education degree have enjoyed greater job satisfaction and creativity. So, the education system must provide the grounds to increases job satisfaction and creativity of educators to make more efforts to educate in higher degree in future. Because the higher education level of physical educators will increase their job satisfaction, creativity as well as the productivity, so such educators try more to educate the future generation of this country. Education system tries to increase job satisfaction and creativity of physical educators in different pathways and also may play a significant role in the effectiveness of the education system. Creative teachers in education cause students to be creative. Attitudes and ways of thinking should be taught in the classroom by the creative teacher. Foster and develop the creative characteristics and attitudes in children caused to develop the creative thinking in their minds. Creative people are well tolerated ambiguous issues and sometimes even fun too. Then if we intend to nurture the creative children, we must planned an education system which consider the effective factors in this regard to determine and teach the procedures in order to develop the creative attitude in them. Teacher is one of important factor who has close relation to the student and will nurture his different talents. It is assumed that if a teacher with a new creative vision and equipped with the tools and techniques of creativity, will step into the arena of education, students are naturally competent, creative and new thinking to deal with the life intellectually and they can solve problems in human world. People, who not fear to deal with issues, will consider different new ways to study issues and reach to the best possible solution. The failure of the non-satisfaction of basic needs leads to the irrational behavior that may be due to the inability to make a living

such as aggressive behaviors and to bring the destructive behaviors such as aggression, hostility or violence, or the submission. Therefore, to generate interest in the work of education, it is necessary the authorities take steps to improve the welfare of teachers. Some functional solutions could be performed as following: to eliminate discrimination of teachers payments than other public employees , more dedication the loans to establish the non profit, scientific school in cooperation with teachers , providing the grounds for educators teaching in fields required in society , pay more rewards and payments to eliminate their material bottlenecks. Teachers are main core of education system and true administrators of this critical subject .their effect on society are so that it could be said the welfare of a society is in hands of educators. So, their job satisfaction is so important. If we think about key jobs and see people in various job positions who are not satisfied with their position, these questions arise in our mind whatis happened in society. Society seeks the progress and the development of industry and technology and will not lag behind other countries, so it has no choice but to pay attention to the job segments especially teachers. Teachers who do their best work in spit of all job, financial, improvement problems and still standing in line of education Enthusiastic. It is clear that without active and effective teachers, we have not the effective doctors and engineers. So; it is good to help them and know the investment in this issue does not wast the capital, but it leads to the country development.

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