

INTRODUCTION

Human resources (HR) are one of the main strategic resources for every organization (Huselid, Eackson, & Schuler, 1997). Qti cplk|cvkqpu"cpf"kpfwvwtkgu"ecp"cejkgxg" o qtg"uweeguugu"d{"ghLekgpv" utilization of human resources. The comprehensive knowledge and urgekLe"vqqnu"ctg"tgswtgf"vq"fgcn"ykvj"ejcmngpi gu"kp"ghLekgpv"wug"qh" such resources (Hatami, Mir Jafari & Mojahedi Jahromi, 2011).

different jobs measuring job satisfaction ($P=0.047$), but there was
pq"uki pkLecpv" fkhhtgpeg" dgy yggp" lqd" ucvkuhcevkqp" cpf" o ctkvcn" uvcvwu"
($P \times 2027^{+0}$ V jku" kpuki pkLecpe{ "ecp" dg" tgnvcgf" vq" wpgswcn" pw o dgt" qh"
uwdlgevu" kp" o cttkgf" cpf" wp o cttkgf" i tqwru0" V jgtg" y gtg" uki pkLecpv"
tgnvcqpu jkru" dgy yggp" vqvcn" swcnkv{ "qh" y qtmkp i "nhhg" cpf" lqd" ucvkuhcevkqp"
*Vcdng" 4+0" Hwtvjgt o qtg. "v jgtg" y gtg" uki pkLecpv" tgnvcqpu jkru" dgy yggp"
xctkqwu" Lgnfu" qh" y qtmkp i "nhhg" cpf" v jg" fko gpukqpu" qh" lqd" ucvkuhcevkqp"
in the most cases of paired comparisons (Table 2). For instance, a
uki pkLecpv" eqttgncvkqp" ycu" uggp" dgy yggp" uchgv{ "cv" y qtm" *UCY+" cpf"
success ($P=0.02$).

Hkiwtg" 4" kp fkecvgu" fguetkrvkxg" uvcvkuvkeu" hqt" vqvcn" swcnkv{ "qh"
working life and job satisfaction in different units of factory studied.

Ceeqtfkpi" vq" Vcdng" 5. "lqd" ectggt" ucvkuhcevkqp" *LEU+" cpf" i gpgtcn"
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populations, education background and various data collection methods can probably lead to inconsistencies in the results of various investigations.

kp" fkhgtgpv" wkvu" qh" hcevt{." vjg" jki jguv" cxgtc ig" qh" swcnkv{ " qh" yqtmkpi "nkhg" ycu" qdvckpgf" d{ "uvchh" kp" Lpku jkpi "wpkv0" kv" ecp" ujqy "vjcy" the staff in this ward had better general wellbeing, control at work, work conditions comparing with other units. The work conditions in the unit enable the staff to use their talents, and somewhat the level of stress is lower compared to other units, which result in higher job ucvkuhcevkqp" kp" vjg" wkv0" kp" eqptct{." nqygt" cxgtc ig" qh" vjg" swcnkv{ " qh" yqtmkpi "nkhg" kp" Cnw okpwo "wpkv" jgtcnfu" c" uvtguuhwn" e hh

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