

Prioritizing Factors Effecting Employees Job Satisfaction Using Analytical Hierarchy Process (AHP) (Case study: amir-al-momenin hospital)

Seyyed Abbas Moghaddas*, Dr. Azim Aslani,

Job satisfaction is one of the most influential variables in an organization's success or failure. If it is neglected, it can result in a waste of resources. The management in any organization needs to know that motivated personnel can be very influential in the organization's survival, dynamism, and its pursuit of policies and strategies. Due to an organization's unique conditions, the job satisfaction factors in that organization will differ other organizations; human resources are one of the most critical resources and need utmost attention. In order to improve the personnel's job efficacy and job satisfaction, one needs to identify the influential factors in creating job motivation. Appropriate measurement of personnel satisfaction will increase the rate of staff's cooperation and subsequently, the organization will be able to make reasonable relations between work processes, clients' satisfaction, and profitability. This can result in higher efficacy, achieving the organization's objectives, and a more energetic workplace atmosphere. Considering the significance of this subject, the aim of this study was to prioritize factors influencing employees' job satisfaction in Amirmomenin hospital of Rasht. Data was collected by pair wised questionnaire and analyzed using analytical hierarchy process (AHP). The results showed that work environment and salary and wages were the most important factors in employees' job satisfaction.

Keywords : job satisfaction, analytical hierarchy process, AHP

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