

## Investigating job satisfaction and its influencing factors among employees of Semnan social security medical management in 2023

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### Abstract

**Background and Aim:** Job satisfaction in the Social Security Organization as a human-centered service organization can play a significant role in the success of this organization. Therefore, identifying the factors affecting job satisfaction is very important, because this category plays a significant role in the outcome and productivity of the organization and even individual life. The present study aimed to evaluate the level of job satisfaction and examine the factors affecting it in different branches of the Social Security Organization of Semnan Province.

**Methods:** This descriptive-analytical study was conducted in the first half of 1402. The sample of the study included 300 employees working in different branches of the Social Security Organization of Semnan Province who were randomly selected. In order to examine the job satisfaction of employees, the JDI job satisfaction questionnaire was used. Using the questionnaires of Nabi's job success, Robbins' organizational conflict, Liopis' job autonomy, de Waal's organizational performance, Schat's physical health, Maslach's burnout, Hellrigl's job stress, NASA's work pressure, and Nordic safety climate, data related to factors affecting job satisfaction were collected. Descriptive statistics questionnaires and Pearson's correlation coefficients were used to determine the frequency of job satisfaction symptoms and evaluate the relationship between possible risk factors with job satisfaction.