Seminar about:

“THE IMPACT OF CORPORATE SOCIAL RESPONSIBILITY ON EMPLOYEE'S JOB SATISFACTION”

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Abstract

This study purposes at examining the impact of corporate social responsibility (CSR) on employee job satisfaction, it is an exploratory study about employee's opinion toward CSR activities of Paky hospital. The CSR is the independent variable and employee's job satisfaction is the dependent variable. This study also aims of check the availability of CSR activities and evaluates its effect in the hospital.

A questionnaire involving of eight items and has been set and distributed among the employees of Paky hospital randomly. We have used One-Sample Statistics t-test and ANOVA with the program SPSS.v.20 to test the validity of our hypothesis.
Study problems

• Engaging in CSR has become more important to all stakeholders and has also become a large part of companies’ business and reporting. By being informative about the good work it may attract customers, investors and talent. The CSR reports are mostly for customers and investors while employees’ knowledge is not prioritized. This is why we chose to investigate the impacts of CSR activities on employee's job satisfaction.
Study Method

Studying is based on qualitative analytical method is used for gathering information in this study to approach the accurate results the data is analyzed using one sample t-test and ANOVA at statistical program called SPSS.

The theoretical framework consists of the definition on the concepts of both CSR and job satisfaction. In the study CSR is the independent variable; and job satisfaction is the dependent variables. A literature review follows.
Study hypothesis

First hypotheses:
H1. There is a positive effect of corporate social responsibility on job satisfaction.
H0. There is no effect of corporate social responsibility on job satisfaction.

Second hypotheses:
H1. All components of CSR have huge impact on job satisfaction for Paky hospital and vice versa.
H0. Not all levels of management may be satisfied by CSR components in the hospital and vice versa.
**CSR) concepts and definition**

- “CSR is approached as a modern concept and a business practice which is discussed conceptually in philosophic discussions and also is grounded on 19th century philanthropic activities. And it is also accepted as a concept, apart from some classifications, that includes the issue of how the managers must handle the public policy and social issues” (Yapar, 2017).
Conclusions

There has been the insignificant effect of CSR activities on job satisfaction of employees in Paky hospital; as well as all of the elements or activities of CSR and job satisfaction are common in the hospital. The most attractive activities of CSR are expressing the importance of the CSR. In addition, the inferior elements are the employees aware of the CSR at the hospital. However, according to interviews directed to the relevant managers of Paky Hospital, it is most of managers have a positive expression with responsibility for providing the wellbeing of the society customers, at the same time, according to the CSR activities the manager's focus on Paky card of the health insurance. Correspondingly, according to managers talks they are
Conclusions

spent thousands of US $ to the CSR activities, in addition, some of the manager feel that CSR programs has a positive impact on profits, but others do not reflect. As well as some of managers think that the social responsibility program has an effect on marketing; also others believe it has an impact on this excellently, lastly all managers think that the employees of Paky are aware CSR activities

On the other hands, there is some information at 2017 that concentrated on CSR activities such as discounting %35 for Peshmerga, poor's family. In addition constructing a mosque and a hall which is free for NGO to make their activities plus some activities for awareness people through the sickness with gave the foods for people as open
Recommendation

Through the study conclusions researchers are suggested that Paky's hospital should perform to CSR activities in order to rise job satisfaction toward employees. And it is possible to spend amount of money to increasing awareness and responsibility for providing the well-being of the community customers, as well as it is necessary to focus the manager on the Paky card of health insurance. In addition, it should to spending moneys on CSR activities, especially for Peshmargs and poor families. Generally companies are required to provide CSR programs to positively affect the profits and returns.
References


