

Abstract

Original Paper

**Job Satisfaction of Lower-Ranking Officers serving at the
Financial Department of the Hellenic Armed Forces**

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Abstract

Background: Job satisfaction is a multidimensional concept, related to emotional states deriving from the working environment of each individual. Numerous surveys have been conducted investigating employees' percept of job satisfaction.

Objectives: To investigate the level and the determining factors of job satisfaction of lower-ranking officers (Second Lieutenant up to Captain and equivalent) serving at the Financial Department of all three branches of the Hellenic Armed Forces (Army-Navy-Air Force).

Methodology: The reference population was 599 lower-ranking officers (men 73.2%, women 26.7%) serving at the Financial Department of the Hellenic Armed Forces. The data were collected through a structured questionnaire which was subjected to a construct validity test before its distribution. The data analysis was conducted with IBM SPSS v.20 and the statistical methods used were descriptive statistics, absolute and relative frequencies, Spearman correlations and Kolmogorov-Smirnov criterion.

Results: The study revealed that the majority of lower-ranking officers serving at the Financial Department of the Hellenic Armed Forces perceive their job satisfaction as of an average quality as far as building infrastructure and behavior of their colleagues is concerned and of low quality when it comes to the behavior of the Command.

Conclusions: There are numerous factors affecting the perception of job satisfaction of lower-ranking officers serving at the Financial Department of the Hellenic Armed Forces. Cooperation and communication among colleagues, working conditions, the behavior of the Command and career options seem to be the most significant. However, there is room for improvement to all these factors in order for their job satisfaction to be increased.

Keywords: Job Satisfaction, Armed Forces, Lower-Ranking Officers, working environment, career opportunities, career choice.