SATISFACTION OF THE JOURNALISTS WITH INTRA-ORGANIZATIONAL RIGHTS IN AFGHAN PRIVATE BROADCAST MEDIA

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ABSTRACT

This study delves into the satisfaction of journalists with intra-organizational rights in Afghan private broadcast media. The aim is to explore the extent to which journalists in the Afghan private media sector are satisfied with the rights and privileges provided within their organizations. The research examines the impact of these rights on journalists' overall job satisfaction and ability to fulfill their professional responsibilities effectively. Considering the challenging media landscape in Afghanistan, where journalists operate in a volatile environment, understanding their satisfaction with intra-organizational rights becomes crucial. This study employs a comprehensive approach to analyze the multifaceted factors influencing journalists' satisfaction, including but not limited to editorial independence, freedom of expression, access to information, fair remuneration, job security, and opportunities for professional growth. The quantitative research method was utilized to achieve a comprehensive analysis. A structured survey is administered to a representative sample of journalists to gather quantitative data and measure satisfaction levels quantitatively. The result of this study will shed light on the overall satisfaction levels of journalists with intra-organizational rights in Afghan private broadcast media. The results provided valuable insights for media organizations, policymakers, and stakeholders to identify areas of improvement and develop strategies to enhance journalists' satisfaction, which, in turn, can positively affect their productivity, professional development, and the quality of media content produced. This research contributes to the existing literature by specifically focusing on the satisfaction of journalists with intra-organizational rights in the Afghan private media sector.

Keywords: Intra-organizational Rights, Afghan Private Broadcast Media, Editorial Independence, Freedom of Expression, Job Security, Professional Growth

INTRODUCTION:

Satisfaction of the journalists with intra-organizational rights in Afghan private broadcast media in today's world are a different phenomenon from other organizations; The way of working, the type of product, the variety of customers, interaction with the outside environment, creation of creativity, etc. in these organizations are different from other organizations. The speed and intensity of work and production in media organizations causes the members of the organization to always endure an atmosphere full of inflammation and stress. On the other hand, people are more dependent on media products than before, which by itself has expanded the range of media activities. The expansion of media activities has provided employment opportunities for a large number of people. Some people who spend a lot of time in organizations should be satisfied with their jobs.

Many factors are involved in job satisfaction and its level, of which internal rights are one of the most important.

The level of journalists' satisfaction with internal rights has a two-way relationship with the quality of media program production. As much as the level of satisfaction of journalists with their rights within the organization is high, the same level of commitment created in the employees, and the level of efficiency and quality of production increases.

Since the most important capital of any company and organization is its human power, and the achievement of the goals of any organization depends on the efficiency of the people who work there; so, one of the important issues in any organization is the job satisfaction of employees from their internal rights.

Interest in studying the relationship between employee performance and employee satisfaction has increased since the beginning of the 20th century. Scientists and managers believed that if they reduce job dissatisfaction, employees would provide more efficiency.

Job satisfaction is a term that was first proposed by a researcher named Hopok (1935). He defines job satisfaction as the psychological and physiological aspects of employees' satisfaction with the factors of the work environment; In other words, it is the mental responses of employees to the work environment.

Job satisfaction is one of the important discussions in organizations. Since these days, people spend a lot of time in institutions; so, they should be satisfied with the environment they are in. On the other hand, the level of job satisfaction can determine the path to reach the goal or not in the organization.

Satisfied in the word means inner satisfaction, heart contentment, liking, desire and agreement. Consent in the term "intention to perform an action without reluctance and coercion". Others have said in the definition of satisfaction; in legal terms, consent is a person's desire to perform an action. When the advantages and disadvantages are weighed and the superiority of the advantages over the disadvantages are weighed, the advantages are superior to the disadvantages and the passion and desire to perform that action arises, and this passion is called satisfaction (autonomy and conscious consent, 2014).

JOB SATISFACTION: Refers to a person's general attitude about his job. "Robbins" considers job satisfaction to be a person's general attitude about his work. According to him, attitude is an evaluation or estimation (which is favorable or unfavorable) about an object, person or event (Azizi, 2011).

In order to be aware of the existing organizational situation, the attitudes and behaviors of employees should be carefully examined and subjected to practical analysis.

One of the most important organizational issues is employees' perceptions of their job satisfaction. Researchers have observed that if a person's morale is high in the organization, that person will be efficient and effective, and if the expectations of employees are not met in the work environment, job satisfaction will not be created; As a result, job performance decreases and even job deviations and violations are created. Therefore, it is important to prevent employees from feeling hopeless and to maximize the efficiency and effectiveness of people by timely identifying and adjusting the factors related to job satisfaction (Khirandish, Behfar, & Abaspour, 2015)

Moorman" considers job satisfaction to have two main dimensions. In his opinion, job satisfaction is a combination of cognitive satisfaction and emotional satisfaction of a person towards his job. Cognitive satisfaction; It is a satisfaction that is mostly based on a logical and rational evaluation of working conditions. Therefore, cognitive satisfaction is an evaluation based on comparisons that does not rely on emotional judgment and includes the evaluation of conditions, opportunities and income. But Emotional satisfaction is the overall assessment of a person's emotional attachment to his job. This respect shows his good mood, good and positive feeling towards his work while working (Khirandish, Behfar, & Abaspour, 2015).

Factors Affecting Job Satisfaction
- Organizational Factors
- Environmental Factors
- Nature of Work
- Individual Factors (Robbins, 2019).

"Cicero", the ancient Roman orator, defines law as follows: Law is the sum of the rules of the highest limit of logic that is established in nature and orders the actions that should be done and prohibits the opposite (Stanikzai, 2017).
Since the most important capital of any institution, company and organization is its human power, so how this force works is directly related to the end of organizations. For this reason, owners and managers are trying to keep their human force satisfied so that they can survive in the competitive market.

Media is also one of the important types of organizations in society. Media organizations are struggling hard to survive in the competitive information market. Among the multitude of different organizations in the society, media organizations have occupied a hotter market
On the other hand, today's society is highly dependent on media products. We can even say that our lives are tied to the news, media and how the employees of this organization work. Therefore, the media work non-stop for their survival among competing organizations and to have a place among the public, and we can say that the employees of media organizations can be one of the most productive organizational employees.

When journalists are fully supported by their organization and their rights are taken care of, it will undoubtedly affect their job satisfaction. When the level of satisfaction of journalists with their jobs is at a higher level, their work efficiency will be better and the media will have more points among competing organizations. For this reason, the level of journalists' satisfaction with organizational rights can determine the level of their job satisfaction.
Therefore, in this realization, we are looking for the level of satisfaction of journalists with their internal rights in the private media of Afghanistan.

THE IMPORTANCE AND NECESSITY OF RESEARCH

With the creation and expansion of media activities during the last two decades in Afghanistan, Work fields in different departments of these organizations were created for a large number. After that, various institutions raised awareness and carried out activities in this field to defend the rights of these employees; but it is still not clear what these institutions have done in the field of journalists' internal rights. For this reason, it is necessary to know the level of satisfaction of journalists with their rights within the organization, whether the organizations have respected these rights.

The level of journalists' satisfaction with internal rights has a two-way relationship with the quality of media program production.

As much as the level of satisfaction of journalists with their salaries within the organization is high, the same level of commitment is created in the employees and the level of efficiency and quality of production also increases. In a way, the level of job satisfaction, which is one of the important factors of internal organizational factors, creates motivation and work mobility in journalists. A good motivation can be the agent, creativity and innovation in the media, which makes things better done at the level of the whole organization.

The most important capital of any organization is its human power, and achieving the goals of any organization depends on the efficiency of the people who work in it; So, one of the important issues in any organization is the job satisfaction of employees.
Afghanistan has experienced a slight growth in the media during the last twenty years. Currently, there are hundreds of private print, audio and video media in Afghanistan, and if it is not an exaggeration, thousands of people are working in these organizations.

The relationship between the employee and the employer in broadcast media organizations has not yet been investigated in a precise way, even though the labor law is in force in this field.

But it can be seen that the owners of some media organizations treat the employees of these organizations according to their wishes, and in most cases, journalists complain about the violation of their rights to clarify this issue and at the same time to support the media industry in the country and internal rights. Journalists and extensive research are needed so that this area of society is supported and paid attention to by recognizing the influential factors and unknown shortcomings.

RESEARCH QUESTIONS
1. What is the level of satisfaction of journalists working in private broadcast media in Afghanistan with their internal rights?
2. To what extent are journalists satisfied with not facing gender discrimination?

RESEARCH OBJECTIVES
1. Investigating the level of satisfaction of journalists working in private broadcast media in Afghanistan with internal rights.
2. Exploring the level of journalists' satisfaction with the management and behavior of managers.
3. Investigating the level of journalists' satisfaction with not facing gender discrimination.

JOB SATISFACTION

Job satisfaction is one of the important factors that should be taken into account in economic development, because it is one of the most important factors in job success and increases efficiency as well as the feeling of individual satisfaction (Abady, 1997).

Job satisfaction is a term that was first proposed by a researcher named Hopok (1935). He defines job satisfaction as the psychological and physiological aspects of employees' satisfaction with the factors of the work environment; in other words, as employees' mental responses to the work environment (Adela & Behrawan, 2018).

From the 1920s until now, job satisfaction has been widely investigated and several theories have been presented about it. The variety of approaches and theories related to job satisfaction can be seen from three basic perspectives or movements that were formed in the 1920s and 1930s and influenced the concept of job satisfaction more than anything else.

1. **HUMAN RELATIONS MOVEMENT**: theorists of the perspective of personal relations have played a significant role in raising job satisfaction. This movement began in the 1930s, which dates back to the great event known as the Hawthorne studies.
2. **LABOR UNIONS:** conflicts and widespread conflicts between the managers of factories and production and industrial centers with workers and finally the growth of unionism had a great impact on the examination of the category of job satisfaction. First research related to job satisfaction was done in 1932. In addition, managers also started to hire psychologists as part of their long-term plans to prevent unions by establishing the context and increasing job satisfaction.
3. **THE VIEW OF GROWTH OR THE NATURE OF WORK:** Many experts in the fields of management and psychology, based on numerous researches, that understanding behavior in the workplace requires more than studying the characteristics of people and then adapting it to it is an organization.

Therefore, organizations should take the path of transformation and change, and new opinions regarding the concepts of work situation, job satisfaction, and the like will emerge. The need for this transformation is felt in both individual and organizational contexts, which led to the enlightened views of management, social psychology, and sociology on the traditional concepts of the past. Overcome By examining these three views, it is clear that there is no agreement about the concept of job satisfaction and the factors that create it, and there are various theories in the field of job satisfaction (K.Korman, 1972).

The quality of work life can be seen as the answer to the set of new problems and issues of the workers, as well as the actions that are taken to solve them and include many dimensions: work safety and health; working hours and shifts; job security and advancement at work; fair treatment in the workshop; employee participation in decision-making; the content of the work and the realization of the working capacities of the employees; Adequate and fair remuneration; social responsibility; Work; Family; Leisure and occupational dignity and stratification (Tavassoli, 2001).

According to the mentioned theories, in general, three important dimensions have identified in job satisfaction, which are:
1. Job satisfaction is an emotional response to the job situation.
2. Job satisfaction is often determined in relation to meeting the needs and expectations.

3. Job satisfaction stems from several interdependent attitudes (Khodayari Fard, Mirkamali, Afrooz, Paknejad, & Hooman, 2010).

Davis and Sturm believe that the job satisfaction survey has the following benefits:

1. Overall job satisfaction: The management is aware of the overall levels of job satisfaction. These surveys show in which department the employees have problems.
2. Communication: when a member of the organization is asked to say what he has in mind, not only the answers are important; rather, it causes a strong relationship between the employee and the upper ranks of the organization.
3. Improving Attitude: For many people, this examination is a window of reassurance, a way to vent emotionally and a means to calm the heart. For the other group, this survey is a clear sign of the manager's attachment to the welfare of the employees.
4. Determining training needs: Job surveys are a useful way to determine some of the training needs and usually give employees the opportunity to express their feelings about their supervisor's work style (Jafari, 2011).

JOB SATISFACTION THEORIES

There have been extensive researches about job satisfaction, each of which discusses different points of view, some theories mentioned to get familiar with the subject.

THE THEORY OF NEEDS

The basis of this theory is the theory of Maslow's hierarchy of needs (Maslow, 1954). Maslow assumed that every human being, in addition to material needs that are important to satisfy, also has non-material needs, which include physiological, safety, social, esteem and self-actualization.

(K.Korman, 1972) Divides these needs into two categories: high-level and low-level. Physiological and safety needs are at the bottom and social needs, respect and self-fulfillment are at the top. High-order needs are satisfied within themselves; while the needs of the lower level are satisfied by means of external factors (K.Korman, 1972).

The work environment can also take special measures for these needs that arise at different organizational levels.

Requirements Level	General Fillers	Organizational Satisfiers	
		From the point of view of Lucifer.	From the perspective of Lawson and Shane.
Physiological	Food, water, rest.	Adequate salaries, short breaks for employees and safety positions at work.	Wages, rewards, collective benefits
Security	Safety, Reliability, Stability	Raising salaries to offset inflation, job security, subsidiary benefits (e.g., health insurance, sickness salaries, institutional housing) that can support physiological needs.	Safety, work, job security
Social		Create opportunities for employees to interact with each	Collaborative work, friendly

	Protect ،love، affection، belonging.	other, to be accepted and loved through activities such as celebrations, organizational events, and employee group trips and sports teams.	supervision, membership of team
Respect	Self-respect, respect for others, status, prestige, credibility	Organizational positions, satisfaction with completion of work, increased competency, salary, recognition, appreciation of challenging tasks, participation in decision making and opportunity for advancement	Job title, feedback from managers, feedback from clients
Self-Improvement	Growth, Progress, Creativity	Employee skills development ، opportunity to be creative ، develop and improve ،and the ability to take full control of the job	Challenging jobs, opportunities for creativity, advancement and promotion at work

Table (1): Maslow's Hierarchy of Needs Applying in Workplace

HERZBERG'S TWO-FACTOR THEORY

Herzberg believes that job dissatisfaction is not the opposite of satisfaction. If the factors of dissatisfaction are removed from the work environment, peace can be reined in the organization; but it does not necessarily cause motivation or mobility, and if we want people to be satisfied and have sufficient motivation, we must emphasize on the issue of progress, recognition, gaining fame, the nature of work, responsibility and growth (Robbins, 2015).

HERZBERG DIVIDED WORK FACTORS INTO TWO CATEGORIES:

A. Dissatisfaction factors: including the aspects that cause dissatisfaction, considered as "working conditions". Despite this, even if this situation were sufficiently provided, it would not be considered a positive motivation for activity.

B. Motivational factors: According to Herzberg, it is possible to search in concepts such as recognition, importance of work, type of job and progress in work.

Herzing states that job satisfaction is different from job dissatisfaction.

He mentions two types of needs:

1. Physical and physical needs
2. Psychological needs

According to Herzberg, these two types of needs operate according to two different principles. Physical needs act to avoid pain and discomfort, and psychological needs act based on the principle of pleasure. Factors that satisfy physical needs, and Herzberg calls them health factors, can reduce or avoid discomfort; But they cannot give satisfaction. Herzberg argues that health factors are related to "job dissatisfaction" rather than "job satisfaction". On the other hand, psychological needs cause growth, progress, creativity and individuality (Mahdavi & Asadi, 2009).

THE THEORY OF HOPE AND EXPECTATION

This theory believes that job satisfaction determines the progress of the individual with the way of full adaptation of hopes and expectations, while the lack of satisfaction is the result of failure to meet expectations.

VALUE THEORY

It claims that job satisfaction is determined by this phenomenon, whether the job allows the individual to maintain private and personal values or not?

AN OVERVIEW OF THE RESEARCH BACKGROUND

(Adela & Behrawan, 2018) both professors of journalism at Herat University, in an article published in the fall and winter of 2018 in the Global Media Journal; Volume 14, Issue 2, has been published, trying to find out why a significant number of journalism graduates turn to jobs outside their field of study, and why a significant number of media workers leave. In this scientific research, they intended to find the answer to the question of what the level of job satisfaction of media workers in Afghanistan is? In addition, what factors contribute to reducing their job satisfaction?

In this research, according to their findings, we can say that most Afghan journalists are not satisfied with their jobs. Factors that have reduced the level of job satisfaction among Afghan journalists include low salaries and double treatment in the distribution of points, lack of job security, interference of officials in professional affairs, non-implementation of labor law, and lack of personal development areas. Motivating factors include security and personal threats, instability of social status and lack of information.

In addition, the findings of the research showed that the level and depth of job dissatisfaction factors are more among female journalists than male journalists are. According to the qualitative findings of this research, in addition to the problems faced by male journalists, female journalists were faced with specific problems caused by gender restrictions.

RESEARCH METHODOLOGY

This research is done in terms of practical purpose, in terms of the type of quantitative analysis and in terms of the nature of descriptive method.

In this research, the questionnaire has been used as a tool for variable measurement and data collection; because in this research, we seek to determine the level of journalists' satisfaction with internal rights in private media in Afghanistan. Therefore, regarding the necessity of the questionnaire subject of this research, (28) questions have been prepared and arranged, which have four components.

The statistical community of this research is the journalists of the country's private media. A statistical sample of these is 103 journalists of private media. The above questionnaire has been distributed among them. The collected data were analyzed using SPSS22 and EXCEL2019 statistical software package for social sciences.

RESEARCH CHALLENGES

Undoubtedly, taking every step is faced with challenges. Scientific and research works that are less popular in the country and have not been invested in, may face more problems. In general, the following problems are expected in the preparation of this plan:

- Nonexistence of research sources in this regard.
- Deficiency of access to resources.

- Lack of accurate statistics on the number of journalists and their locations.
- Reluctance of private media organizations to conduct such researches.
- Postponement in providing answers from reporters.

THEORETICAL FRAMEWORK

The statistical population of this research is all journalists of private media in Afghanistan. Due to saving time and money; Lack of access to private media reporters, lack of cooperation of private media managers, and lack of willingness of reporters to participate in this research; 103 journalists were selected as a sample group and the data collection tool was distributed only among these 103 people.

DATA COLLECTION METHOD

Information included in this research; Collected from two methods. The information of the first part was collected using the library method.
Part of this research is a field study, which was collected through the design and distribution of a questionnaire to a statistical sample.

DATA COLLECTION TOOLS

In this research, a questionnaire was used to collect data. This questionnaire contains 28 questions on a five-point Likert scale. The scoring method is the highest score for completely agree and the lowest score for completely disagree. Cronbach's alpha of this questionnaire is 0.849, which has adequate reliability. The questionnaire is divided into four components. The scoring of the component of facing gender discrimination is different from the other three components, i.e. approaching the number one indicates a high level of satisfaction and approaching the number, five indicates the intensity of opposition.

Categories of questions	Number of questions
Employee satisfaction of management behavior and supervision	16 – 15 – 14 – 13 – 12 – 4 -3 21 -20 -19 – 18- 17 –
Satisfaction of employees from receiving salaries and other privileges within the organization	11 – 10 -9 – 8- 7 -5-6
Employee satisfaction with how the physical environment works	25- 24 – 23 -22
Journalists' Satisfaction in Facing Gender Discrimination	28 -27 -26

Table 2: Components of the questionnaire

DATA ANALYSIS METHOD

The above questionnaire was developed by Google Forms and distributed to a statistical sample. After closing the questionnaire ,‹the results were analyzed by SPSS22 and EXCEL2019.
Questions:
In research 103 journalists who participated in the study, 63.1% were men and 36.9% were women. Which show that most of the participant of this research were men by gender.

The types of media in which the participant of this research worked in 13.6% of the participants were journalists working in podcast media, 15.5% in print media, 18.4% in news agencies, and

52.4% in visual media (broadcast). Therefore, it is clear that the least participants in this research are audio media reporters and most of them broadcast media.

First Component: Satisfaction of Journalists in the Manner of Supervision and Behavior of Managers.
QUESTIONS:

- My working hours are flexible.
- In the media that I work I am thankful for my work
- In the media I work, there is a possibility of developing talents and abilities.
- In our media organization, progress and career advancement depends on the individual's competence and ability.
- Creativity and innovation are supported in my working place.
- I have full freedom in choosing the subject.
- The media management I work for believes in creating equal opportunities for the advancement of employees.
- In the media I work for, employees have a sense of humor.
- In the media I work for, the manager shares problems with employees and gives them a part in decision-making.
- In the media I work for, there is empathy, trust and respect between the manager and the staff.
- I enjoy my work.
- My job is challenging.

N	Minimum	Maximum	Mean	Std. Deviation	Variance
104	2.08	5.00	3.5889	.61086	.373

Table 3: Test result of satisfaction with management behavior and supervision

Based on table 3, the response provided by 103 people about employee satisfaction of supervision and professional freedoms within the organization was obtained with an average of 3.5889 and standard deviation of 0.61086 above average. Therefore, it is clear that the level of satisfaction of journalists on how to supervise and maintain professional freedoms within the organization is above average.

THE SECOND COMPONENT IS THE LEVEL OF SATISFACTION OF RECEIVING SALARIES AND MATERIAL PRIVILEGES
QUESTIONS:

- In the media I work, I have enough rights and benefits.
- My salary is proportionate to my job.
- My salary is paid on time.
- In the media I work, I have insurance services.
- I have my own copy of my work contract.
- The media I am working with, resignation policies are equally applied on all parties.

- In the media I work for, if I get fired, all the provisions of the employment contract are not applicable to both parties.

N	Minimum	Maximum	Mean	Std. Deviation	Variance
104	1.29	5.00	2.8613	.63247	.400

Table (4): Satisfaction with Income and Financial Scores

According to Table 4, the response of 103 people on the satisfaction of journalists with salaries and other material scores was obtained with a standard deviation of 0.63247 and an average of 2.8613 below average. Therefore, it can be said that the satisfaction of journalists with salaries and other material points is below average.

COMPONENTS OF SATISFACTION WITHHOW THEWORKPLACE WORKS

- The working environment and the amount of media light I am working in is good.
- The decoration and media office equipment where I work is suitable.
- Cooling and heating the media environment in which I work is convenient.
- In the media environment that I work I enjoy having enough peace of mind and environment

N	Minimum	Maximum	Mean	Std. Deviation	Variance
104	1.25	5.00	3.3558	.78262	.612

Table 5: Result of the test of satisfaction with the physical environment

Based on table 5, the response of those 103 persons in satisfaction with physical work environment was obtained with a standard deviation of 0.78262 and an average of 3.3558 above average. Therefore, it can be said that journalists' satisfaction with the physical environment is higher than average.

FACING GENDER DISCRIMINATION
- In the media I work, I am abuse to gender discrimination.
- I do not believe in my abilities because of my gender.
- Sexually, I am not secure in the media I work.

N	Minimum	Maximum	Mean	Std. Deviation	Variance
104	1.00	4.33	2.0577	.83794	.702

Table 6: Gender Discrimination Test Result

Based on table 6, the response of 103 people on gender discrimination in their organizations was obtained with an average of 2.0577 and a standard deviation of 0.837 below

average. It can be said that the level of dissatisfaction of journalists about the practice of gender discrimination is below average.

N	Minimum	Maximum	Mean	Std. Deviation	Variance
104	2.04	4.46	3.1805	.47094	.222

Table No. (7): Descriptive result of four components

Based on table 7, descriptive statistics of four components with a standard deviation of 0.222 and an average of 3.1805 with a minimum of 2.04 and maximum of 4.46 indicate that the satisfaction of journalists with their internal rights is slightly higher than average and has not reached the desired level.

RESULT

The survival of organizations and their development now is one of the complex and multi-layered issues, especially in the Aryana broadcast media; this issue is more complex and sensitive. What is clear is one of the important and effective factors for the survival of the organization is the commitment and loyalty of the members of the organization, whose background is job satisfaction.

In this study, the level of journalists' satisfaction with their internal rights in four components was investigated. The findings show that the satisfaction of journalists with their internal rights is below average and no component has reached the desired level.

39% of journalists say they enjoy their work. When asked if they had suitable salaries and benefits, only 6 percent strongly agreed and 21 percent agreed. When asked if their salaries fit their work, four percent strongly agree and 13 percent say that while 34 percent disagree, journalists asked if their salaries would be paid on time, only 10 percent strongly agreed, 38 percent somewhat and 12 percent strongly disagreed.

About insurance only 4% agreed and 53% strongly disagreed. Responses received regarding the provisions of journalists' contracts with relevant organizations are also below average. As for career advancement and appreciation for journalists' creativity, only 3 percent strongly agreed with 16 percent disagreed. Creating equal opportunities for employee growth also had a strongly agreed 4% response. The share of journalists in the organization's decision-making process was 4% in full agreement. The findings show that the response received was not satisfactory with physical work environment either.

DISCUSSION

(Adela & Behrawan, 2018), professors of journalism at Herat University, in an article conducted in autumn and winter 2018, have tried to understand why a significant number of journalism graduates are turning to jobs other than their field of study, as well as a large number of media workers leaving their jobs.

In this scientific study, they aimed to answer the question of how much is job satisfaction among media workers in Afghanistan? Moreover, what factors contribute to their job satisfaction.

Their research finding shows that, it is clear that most Afghan journalists are not satisfied with their jobs. Factors that have reduced job satisfaction among Afghan journalists include low salaries and double treatment in distribution of privileges, lack of job security, interference of officials in professional affairs, lack of labor law, and lack of grounds for

personal development. Motivational factors include security and personal threats ،instability of social status ،and lack of access to information.

However, in the present study, which has done the satisfaction of journalists with the rights of the organization in private media, it shows that journalists' satisfaction with the rights inside the organization is near to average. Another study conducted in Iran by Hormozgan Cultural Research Center has been described as such. The aim of this study was to study the factors affecting the job security of media workers among journalists in Hormozgan province. The research method, survey method and statistical population consisted of all journalists in Hormozgan province in 2015 and the sample size was calculated by Cochran's formula, 121 people. The findings showed that job security of respondents is moderate, but according to them, the organizational climate and organizational culture of journalists is above average and in a relatively favorable situation. Male journalists felt safer than female journalists did. There was no significant relationship between age, education, work experience and income with journalists' sense of job security.

In addition, there was no significant difference between journalists' job security in terms of employment status. The results of this study indicate that the job satisfaction and organizational culture of journalist's increases, their sense of job security increases, and the more favorable the organizational climate, the job security of journalists increases. Among independent variables, job satisfaction had the greatest impact on journalists' sense of job security.

Using the linear combination variance of independent variables, 31.5% of the variance in job security of journalists can be explained. However, the research we have done shows that job security is modest depending on the working contract and work insurance.

CONCLUSION

Job satisfaction of each member of the organization is the determining factor for the effectiveness and efficiency of the organization's output. Organizations today strive to provide job satisfaction for their employees because job satisfaction ensures job success and ultimately organizational success. The emergence of hundreds of media outlets in Afghanistan and then the destruction of a number of these organizations has different factors; one of the most important factors in the decline of these organizations is management weakness.

In addition to other shortcomings, the lack of attention of managers to journalists' satisfaction with the rights and privileges within the organization has led to market and collapse of these media. In this study, we looked at how much journalists were satisfied with their internal rights. The analysis method which has been done quantitative and is descriptive in nature, findings show that the satisfaction of journalists with internal rights in any of the four components of this research has not reached a desirable level and is lower than average in two cases.

In the first component, the level of satisfaction with the supervision and behavior of managers with an average limit of 3.588, in the component of satisfaction with physical work environment with an average of 3.355, are two components that the satisfaction of the respondents is higher than the medium.

However, in the components of receiving salaries and other material rewards with an average limit of 2.861. in the component of the level of satisfaction of not facing discrimination with an average limit of 2.057, analysis of data of all four components with an average of 3.1805

shows that overall, the satisfaction of journalists with their internal salaries is slightly higher than average.

In other words, the level of satisfaction of journalists about the way managers are supervised and behaved and the physical environment of work is above average, and the level of satisfaction of journalists about salaries, material rewards and how gender discrimination is below average.

We propose these proposals to raise the level of satisfaction of journalists with their internal rights.

SUGGESTIONS

Suggestions for further studies:

1. Comparative Analysis: Conduct a comparative study to examine the satisfaction levels of journalists with intra-organizational rights in different regions or countries with similar challenging media landscapes. This would help identify variations in satisfaction levels and factors influencing them, providing valuable insights for media organizations and policymakers in different contexts.

2. Longitudinal Study: Conduct a longitudinal study to track changes in journalists' satisfaction with intra-organizational rights over time. This would provide a deeper understanding of how satisfaction levels fluctuate in response to evolving media environments, policy changes, or organizational practices.

3. Qualitative Exploration: Complement the quantitative findings with qualitative research methods, such as focus groups or in-depth interviews, to better understand journalists' experiences and perceptions regarding intra-organizational rights. This would provide richer insights into the specific challenges journalists face and potential strategies for improving their satisfaction.

4. Comparative Analysis of Media Organizations: Compare the satisfaction levels of journalists across different private media organizations in Afghanistan. Explore variations in organizational practices, management styles, and workplace cultures to identify best practices that positively influence journalists' satisfaction with intra-organizational rights.

5. Impact on Journalism Quality: Investigate the relationship between journalists' satisfaction with intra-organizational rights and the quality of media content produced. Analyse how satisfaction levels correlate with ethical reporting, accuracy, diversity of sources, and overall journalistic professionalism.

6. Role of Support Systems: Examine the role of support systems, such as journalism associations, unions, or professional networks, in enhancing journalists' satisfaction with intra-organizational rights. Investigate the effectiveness of these support systems in advocating for journalists' rights and addressing their concerns.

7. Perceptions of Media Consumers: Investigate media consumers' perceptions regarding journalists' satisfaction with intra-organizational rights. Examine if there is a correlation between journalists' satisfaction and public trust in the media.

These suggestions aim to expand the knowledge base on journalists' satisfaction with intra-organizational rights and provide insights into specific aspects that may further contribute to improving working conditions and the overall media landscape.

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