

The factors that affect job satisfaction.

10 main factors. Name them in order of importance in your view. What other factors might you consider?

Plan

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Definition

JOB SATISFACTION

- a pleasurable emotional state resulting from the appraisal of one's job**
- an affective reaction to one's job**
- an attitude towards one's job**

There are 10 main factors that affect job satisfaction:

- Good pay
- Job security
- Location
- Interesting work
- Recognition for work
- Promotion opportunities
- Friendly work atmosphere
- Getting on well with the boss
- Flexible working hours
- Perks, e.g. company car

Maslow connects the creation of the existence of people's sense of satisfaction with the maintenance of the classified needs.

These are: physiological needs, security needs, the need to love (good relations with the environment...), need to self-esteem (self-confidence, recognition, adoration, to be given importance, status, etc.) need of self-actualization (maximization of the latent power and capacity, development of abilities, etc.)

- Researches suggests, the higher the prestige of the job, the greater the job satisfaction. But, many workers are satisfied in even the least prestigious jobs. They simply like what they do.
- There is a consistent relationship between the professional status and the job satisfaction. High levels of job satisfaction are observed in those professions which are deemed of good standing in the society.
- There are particular demographic traits (age, education level, tenure, position, marital status, years in service, and hours worked per week) of employees that significantly affect their job satisfaction.

Conclusion

Numerous research results show that there are many factors affecting job satisfaction and for each employee job satisfaction factors can be different.