

Job Satisfaction

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The topic of job satisfaction is relevant enough for us, the students who after graduation will have to find a job which will provide the maximum of enjoyment and a minimum of disorders. It is undoubtedly clear that "job satisfaction" is a highly significant factor in being successful in career.

Job satisfaction describes how content an individual is with his or her job. The happier people are within their job, the more satisfied they are said to be. Definitely, everyone knows from the news about the dissatisfied workers going on strike or even acting violently toward their supervisors, directors, but overall people are quite satisfied with their jobs [1].

There are three most important parameters of job satisfaction. First, job satisfaction represents emotional reaction for the situation lay at the office. It's impossible to see it, it can be only experienced. Second, job satisfaction is defined often by that extent how much results of work correspond to expectations. For instance, if organization employees see they work much more, than other department employees, but receive less for that, more probably, they will have negative attitude toward their job, supervisor and colleagues.

They will experience dissatisfaction feeling. From another hand, if they see, they get favorable attitude and materially rewarded, their attitude toward the job will be positive. Third, through job satisfaction some another settings are expressed. Smit, Hendall and Hulin suppose that there are five parameters of job, most exactly characterizing it from the viewpoint of those affective reactions, which job causes by people. These parameters are enumerated below:

1. *Job itself.* The extent, in which job gives people interesting assignments, opportunities to perceive new, experience responsibility feeling for the job laid upon.

2. *Payment.* The sum of money reward, which is paid for the job, and that in which way the given sum corresponds to reward, receiving by other organization member.
3. *Promotion possibilities.* Career promotion opportunities.
4. *Management.* The capacity of a head to provide as technical, as moral support.
5. *Colleagues.* The extent of technical knowledge of colleagues and the level of social support [2].

The most important factor, apparently, is the material encouragement for employers. If people receive material spur that they consider as adequate, their satisfaction increases, and altogether, labor productivity. There are also other factors, such as devotion to organization, which plays an important role in the correspondence defining between labor satisfaction and personnel turnover. Some people just cannot imagine themselves at any other place and they stay working at the same work place regardless of contentment degree.

A good piece of advice to those who are in some way dissatisfied with their jobs is **to have realistic expectations for work**. One should not expect 100% satisfaction or 0% dissatisfaction. There are usually dissatisfactions even in the best jobs. Today, in the highly competitive work world the unemployed cannot expect companies to look out for them; they must be the ones to take the initiative and hunt for the jobs.

The results of researches show that employees experiencing the job satisfaction feeling possess better physical and moral health, master faster necessary skills, rarely suffer from industrial traumatism and come with claims. Another positive factor disclosed in one recent research is that employees satisfied with their labor more often demonstrate examples of pro-social, "civilized" behavior and deeds [3].

"Find a job you like, and you add five days to every week."

H. Jackson Brown, Jr.

Bibliography:

1. www.about.com
2. *Business services industry*, 2008.
3. The Washington Post, nr8, October, 2008.