



Factors Impacting Employee Job Satisfaction

Ammar Alammam & Carrie Picardi, Ph.D.
Ernest C. Trefz School of Business
University of Bridgeport, Bridgeport, CT

Abstract

This study explains the factors that have an affect on job satisfaction between employees within an organization. In addition, this study clarifies the relationship between the work environment and job satisfaction within an organization. This paper demonstrates the importance of attaining job satisfaction through creating a positive workplace. Also, the research illustrates the role of job satisfaction in an organization's performance. The conclusion of this study shows that working conditions, salary and compensations, fairness, respect from co-workers, and the relationship with supervisors have an overall impact on job satisfaction amongst an organization's employees.

Keywords: Job satisfaction factors, organization's performance, working conditions.

Methodology

The primary sources of information for writing this research are collected from the internet web-sites and through literature review of related articles and documents both published and unpublished. This included also the documents from some related organizations. There were several interviews with various groups of employees.

Key Findings

1. The higher the level of the job, the greater is the satisfaction of the individual. This is because higher level jobs carry greater prestige and self control.
2. Greater the variation in job content and the less repetitiveness with which the tasks must be performed, the greater is the satisfaction of the individual involved.
3. People like to be treated with consideration. Hence considerate leadership results in higher job satisfaction than inconsiderate leadership.
4. All other things being equal these two variables are positively related to job satisfaction. i.e., if pay and promotional opportunities are increased it'll result in an increase in job satisfaction.
5. Working for eight hours or more can be really tolerable if you have a great and entertaining crew working along with you. Further, if you receive the right working conditions, such as lighting, space, and other such factors, it will only increase your level of job satisfaction. In short, you will want to go to work if your organization provides you with a good workplace communication and encouraging environment.
6. Employees seek to be treated with respect by those they work with. A hostile work environment -- with rude or unpleasant coworkers -- is one that usually has lower job satisfaction. Managers need to step in and mediate conflicts before they escalate into more serious problems requiring disciplinary action. Employees may need to be reminded what behaviors are considered inappropriate when interacting with coworkers.

Conclusion

In conclusion, many factors influence job satisfaction amongst employees such as working conditions, salary and compensations, fairness, respect from co-workers, and relationship with supervisors. These factors play a vital role in the work environment through motivation, performance, and productivity of employees. Overall job satisfaction from employees is the result of a combination of those factors. Work conditions are necessary in order to make employees feel comfortable in the workplace as well as increase their performance and productivity. Also, salary and compensations are essential in reassuring employees about their current and future employment. Through positive encouragement, employees will want to work and innovate. Further, employees are mindful of fairness and justice in the workplace in an effort to increase an organization's loyalty. Moreover, respect from co-workers is very important in order to create a positive work environment because employees will have a high morale if their efforts are appreciated and respected by those their follow employees. In addition, the employees' relationship with managers and supervisors has an impact on the employees' performance and productivity because subordinates need to receive recognition, praise, and consideration for their efforts and accomplishments from their bosses.

Hypothesis

Positive work environment produces high performance levels.

Research Questions

1. How can job satisfaction be achieved?
2. How can job satisfaction be measured?
3. Why is job satisfaction important in the workplace?

Objective of the Study

The main aim of the study is to analyze and determine the factors that have a direct impact on job satisfaction among the employees.

References

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