

Employee Job Satisfaction

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Abstract

Human resource is the most valuable asset in any organization. It is the sum-total of inherent abilities, aptitudes of the employed persons who comprise executives, supervisors and the rank and file employees. The human resources should be utilized to the maximum possible extent, in order to achieve individual and organizational goals.

It is thus the employee's performance which ultimately decides the attainment of goals. Hence, the employee's performance to a considerable extent influenced by motivation and job satisfaction. Job satisfaction is all about how one feels about (or towards) one's job. An employee who expresses satisfaction is said to have a positive attitude towards the job, unlike a dissatisfied employee who has a negative attitude towards the job.

Thus in Simple terms job satisfaction is an attitude towards job. In other words job satisfaction is an effective or emotional response toward various aspects of one's job. A person with a high level of job satisfaction holds positive attitudes towards his or her job, while a person who is dissatisfied with his or her job holds negative attitudes about the job. Job satisfaction is the degree to which individuals feel positively or negatively about their jobs, It is an attitude or emotional response to work task as well as to the physical and social conditions of the work place. Job satisfaction can be defined m the positive feeling about one's job resulting from an evaluation of its characteristics. A person with high level of job satisfaction holds positive feelings about the job, while a person who is dissatisfied holds negative feelings about the job. Employee satisfaction, while generally a positive in your organization, can also be a downer if mediocre employees stay because they are satisfied with your work environment.

Job satisfaction has been considered as state of condition where people are:

- Induced to do work efficiently and effectively.
- Convinced to remain in the enterprise.
- Prepared to act efficiently during contingencies.

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- Prepared to welcome the changes without resistance.
 - Interested in promoting the image of the organization.
 - Happier and satisfied with their job.
1. Job satisfaction is defined as “a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experience”.
 2. Job satisfaction is defined as the amount of overall positive effect (or feelings) that individuals have towards their jobs.
 3. Job satisfaction is the amount of pleasure or contentment associated with a job. If you like your job intensely you will experience high job satisfaction. If you dislike your job intensely, you will experience job dissatisfaction.
 4. Job satisfaction can be measured on the base of morale, opinion, attitude, job climate, and quality of work life.

Employee satisfaction is essential to ensure higher revenues for the organization.

No amount of training or motivation would help, unless and until individuals develop a feeling of attachment and loyalty towards their organization.

Employees waste half of their time fighting with their counter parts or sorting out issues with them. Employees who are satisfied with their jobs seldom have the time to indulge in nasty office politics. They tend to ignore things and do not even have the time to crib or fight with others. Satisfied employees are the happy employees who willingly help their fellow workers and cooperate with the organization even during emergency situations. Such employees do not think of leaving their jobs during crisis but work hard together as a single unit to overcome challenges and come out of the situation as soon as possible. For them, their organization comes first, everything else later. They do not come to office just for money but because they really feel for the organization and believe in its goals and objectives. Satisfied employees also spread positive word of mouth and always stand by each other. Instead of wasting their time in gossiping and loitering around they believe in doing productive work eventually benefiting the organization. They take pride in representing their respective organizations and work hard to ensure higher revenues for the organization. Satisfied employees tend to adjust more and handle pressure with ease as compared to frustrated ones. Employees who are not satisfied with their jobs would find a problem in every small thing and be too rigid. They find it extremely difficult to compromise or cope up with the changing times. On the other hand, employees who are happy with their jobs willing participate in training programs and are eager to learn new technologies, software which would eventually help them in their professional career. Satisfied employees accept challenges with a big smile and deliver even in the worst of circumstances.

According to Biffel and Newstrom (1990), the idea is to balance employee's needs for satisfaction with the organization's need for productivity and cost control. Spector (2003)28, describes that employees quitting their jobs or turnover can be linked to low job satisfaction. Correlation of job satisfaction and turnover has been interpreted as indicating the effects of employee satisfaction behavior. Employee absence from work is the by-product of employee job dissatisfaction. People who are not happy or dislike their jobs will be more likely to miss work than happy employees. It is believed by Almost that employees who are unhappy or not committed to the company are more likely to miss work or leave their jobs than happy and satisfied employees. It is also known that

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employees with low job satisfaction and low organizational commitment are more likely to engage in a variety of counter-productive behaviors or leave their jobs.

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