

A CONCEPTUAL UNDERSTANDING ON JOB SATISFACTION

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Abstract: *Job Satisfaction is the extent to which an employee's feels self-motivated, content and satisfied with his or her job. Job satisfaction is related to the mental state of the individual, it differs from individual to individual. Job satisfaction plays a key role in the organization as the employees are motivated by it. So to improve the job satisfaction of employees the managers now a days are taking good care of the work environment and the working conditions so that the employees gets satisfied for the work done by them.*

1. INTRODUCTION

Job satisfaction in simple can be defined as "the extent to which people like or dislike their jobs. In the above definition like means the extent to which people are satisfied with their jobs and dislike means if the employee or worker is not satisfied with the work which is done by him or if the result of the work is not proper then they develop the feeling of dislike among them.

When the people like their job they automatically perform their work up to the mark, when they develop a satisfactory feeling with the job being performed by them they generally work for the betterment of the Organization. In the same way when people dislike their job i.e; when they were not able to perform their job in the required way and time they develop a feeling of dislike among them. Employees who are satisfied with their job are mentally strong, as their satisfaction comes from their emotional satisfaction and sense of recognition. People who are dissatisfied with their job seems to be depressed as they are not emotionally satisfied and they themselves feels they are less than others.

2. IMPORTANCE OF JOB SATISFACTION

Job satisfaction plays a major role for the success of any organization. An employee who is satisfied with his role handles pressure in the difficult situations and his productivity in terms of output will be high when compared with others. Satisfied workers attend the job regularly without taking any leaves or day off. Satisfaction also comes to employee when the techniques like performance appraisal are followed and the employee gets benefits like promotion, hike in the pay or recognition for the work done by him. Job satisfaction basis differs from one employee to other employee. Employees get satisfied with the relationship between them and superiors in terms of respect and co-ordination. The employee who feels valued and respected performs well in the organization for betterment.

3. METHODOLOGY

This research is purely based on secondary data

4. LITERATURE REVIEW

Job satisfaction describe the degree to which individuals enjoy their job. The job satisfaction is again divided into two types i.e;

1. Affective Satisfaction.
2. Cognitive Satisfaction.

1. AFFECTIVE SATISFACTION

Affective satisfaction is the satisfaction which is the sum total of the feelings and the emotions which are associated with the job and the role which it plays in the individuals life. It is the total of the feelings and the emotions which

the employee face in the organization may be in terms of respect, praise and appreciation and also in terms of life satisfaction which he gets by doing the job. People generally need respect and if they were respected for the work done by them they feel satisfied. Appreciation is generally given when the employee performs his job well and sets his mark in the work. This satisfaction is generally related to the employees feelings and emotions alone which the employer can't be able to see. This satisfaction of the employees can be known through questionnaires only. To know the effective satisfaction level of the employee, Questionnaires are given to them with ratings like 5, 4,3,2,1 or highly satisfied, satisfied, dissatisfied etc.

2. COGNITIVE SATISFACTION

Cognitive satisfaction is the satisfaction which is characterized as the outcome of the thoughts or benefits about an attitude objective or statement of facts in questions, usually in comparison to a standard or fixed standards. Cognitive satisfaction occurs when the employees work is recognized and he is given additional benefits for the work done by him. Performance has to be recognized and appraisal has to be done in the terms of increase in the pay.

5. FACTORS WHICH AFFECT THE JOB SATISFACTION

Job satisfaction is how well the employee the employee is satisfied with the work performed by him. Job satisfaction is again divided into positive and negative job satisfaction. The employees who have positive job satisfaction performs well in the organization and strive for the achievement of their's and the organizations long term goals and objectives. Negative job satisfaction occurs when the employees is not satisfied with his work, this may be due to several factors like personal reasons which force him to do the job which he is not interested (or) lack of interest in that particular area of work.

The factors which affect the job satisfaction are many of those a few are discussed below which seems to be important.

1) WORK ENVIRONMENT

The environment in which the employee is working has to be favorable for them to work and proper hygiene has to be maintained in the cabins, rest rooms and wash rooms. If the environment is not clean then they can't properly concentrate on the work. It is the work environment which motivates them to work more effectively throughout the day.

2) RELATIONSHIP WITH SUPERIORS

There must be proper understanding between superiors and subordinates. Communication exchange has to be done properly and the superiors must intimate the changes in the schedule if any to the subordinates in advance. Nonverbal communication plays a major role in the superior and subordinate relationship. Subordinates feels respected by the gestures of the superiors and if they were not properly treated they feel disrespected.

3) COMPENSATION AND BENEFIT PLANS

Compensation is the amount paid to the employee for the services rendered by him to the organization. Compensation will be given to the employees on the basis of their experience ,job nature etc,if the employee performs more than the work assigned to him then additional benefits are given to them in the form of incentives etc. compensation is the only factors which motivates the employee to do the job.

4) PERFORMANCE APPRAISALS

Performance appraisal is to evaluate the employee's performance and reward them may be in the form of money or promotion. This is done periodically in regular basis. If proper performance appraisal is not being done and if high performed workers are given less appraisal then they feel demotivated and can't perform well in the organization.

5) WORKPRESSURE

If the work pressure is more on the employees they feel tensed and they can't work properly. If the work to be done is allotted to them in advance then there will be no necessity to feel the pressure. So the superiors has to plan the work to be performed in advance and intimate the same to subordinates to reduce the work pressure.

6. MEASURES TO IMPROVE JOB SATISFACTION

Job satisfaction has been defined as the degree to which employees have a positive affective orientation to words employment by the organization.

1) TO TREAT THE EMPLOYEES EQUALLY

The employees in the organization has to be treated equally irrespective of their caste, colour, region etc which makes them feel motivated to work and achieve the organizational benefits.

2) TO MOTIVATE THE EMPLOYEES

Motivating the employees is to encourage them so that their individual performance increases which leads to the organization improvement with the increased performance they gets additional benefits like hike in the pay, promotions.

3) APPRECIATION

A small appreciation for the work performed by them in the form of certificate, awards (or) gifts makes other employees to work hard so that they will also be appreciated. Which automatically leads to job satisfaction as they perform well in their job.

7. CONCLUSION

Form the above said conclusion we can say that the job satisfaction is the most important thing which drives the organization performance. The employees have to be motivated, treated equally and appreciated so that they will perform well which leads to the job satisfaction. Job satisfaction is related to the mental state of the employees, and also the satisfaction differs from individual to individual. Generally the individual gets satisfied if their expectations matches with the results obtained. So the organization manager has to take into consideration the overall common interests of the employees and has to work according to it.

Job satisfaction is one of the major problems faced by todays managers as the young generation entered in to the jobs their preferences will be completely different from the older generation, but the common interests will be the same like work environment and the working conditions which will be majorly taken care of.

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