

Target and job satisfaction

[Business](#), [Career](#)



Target and Job Satisfaction. Job satisfaction is very important in regards to keeping employees productive and efficient. If a employee is not happy with their working environment, co-workers, or the task on hand, then they are more likely to be less efficient and productive for the company. With that being said, Target is a wonderful place for advancement and status in a career with Target. Target states “ We’re devoted to helping our more than 365, 000 team members throughout the world live well and achieve their goals, know that their diverse perspectives, talents and commitments make both our company and communities the best they can be. This statement and ideology shows the public that Target believes that the company is nothing without the employees that put their energy into it. Target has enforced this by providing their employees with incentives such as: resources, services and benefits programs. As far as leaders in each department, Target has ensured that leaders are well invested in and that they are given the opportunity to personal career development and networking opportunities.

What makes Target special when it comes to Job Satisfaction is that they offer a variety of career development opportunities for the purpose of building the best team, because the best team represents the company itself. During the hiring process, target is in the pursuit of top talents that they intend to foster so that they not support the individuals growth but also set guidelines and development goals so that each member are able to pursue it.

Target believes in the social well-being of everybody inside and outside the company. They believe in the concept that building strong relationships and

enjoying life inside and outside work settings will distinguish other companies. For example, Target offers discounts, fun activities, social networks, and life event resources to help team members create a meaningful connection with others. Target wants to make every employee feel to feel part of the family.

Other incentives include: onboarding, leadership development programs, training and development resources, career planning, diversity and inclusion business councils, Coaching and mentoring, Recognition programs, tuition reimbursements, team member life resources, and more. To add, Target is also aware of the financial well-being and how it is important to make good financial decisions in the present and to plan for the future.

They offer savings and investment plans, time off, and insurance options to help team members meet their financial goals; some of this may include: One of the best 401 k plans in retail, vacation, national holidays and personal days, 10% team member discount, Target Credit Union, Adoption assistance reimbursement, Daycare Flexible Spending Account (FSA), Child care discount, Life Insurance, Disability insurance, commuter benefits and more. Also, Target also offers good health benefits for their Employees.

They are committed to providing and encouraging wellness and promoting preventive care, such as offering the many benefits and resource to help team members and their families lead healthy, and balanced lives. Health benefits include: Medical, dental, vision and prescription drug coverage, programs and rewards to encourage healthy actions, maternity support program, nurseline, Tobacco cessation program, well-being education resources, team member life resources, and more. Target has

identified that there are about 120 different career paths that exist for team members to explore.

This is good because if a current employee is not satisfied with their current position, then they have the option and the opportunity to change career paths, which is a prenominal process of transition, in my opinion. What also makes Target ideal as far as job satisfaction, is that aside from assisting current members with certain incentives mentioned above, but also for spouses, domestic partners and other dependents. Training and mentoring programs are also offered to employees to assist and prepare team members for current or new challenges.

This special program is designed in a way that offers external benchmarking combined with industry research, as well as partnerships and internal expertise. What this means is that everything that is trained to employees is offered through not only internal settings but also external settings. The company will help find the best method, whether it is from in-house or, experts outside the company, target will do their best in providing the best training and mentoring program and experts for employees to improve and become as productive as they want to be.

To further the job satisfaction of employees, there is a system for talent management is put into great consideration and implemented to Target's employees. Target calls it the " Leadership Foundations and Expectations Competency Model" which informs and teaches every team member exactly which skills and abilities are needed for them to succeed; no team member will be left behind. Target applies this method and administer this process by following talent-planning routines such as the Best Team Survey, which allots

team members to voice their opinions. This method not only help employees speak out their voice but also help improve Target.

Communication is important to Target and believes that every voice and opinion should be heard. Target has design a program called “ Regular Review Process” which ensures that not only leaders but team members meet routinely and regularly so that they can discuss the strengths and the potential development opportunities for the company; the company meets with their leader four times a year to negotiate and discuss business goals, performance, and development and career goals, with every if not all team members participating in a formal performance review once a year.

Target is really the best when it comes to the benefits in retail, and that providing competitive pay, insurance coverage, career mentoring and so many great perks for the Target family. They provide so many incentives for team members to speak out, and find a myriad of benefits for not only themselves but also for potential family members. Target’s importance to the local community and corporate social responsibility represent and defines Target.

This can include: Target-sponsored volunteer activities, Target volunteer councils, community captains, community awards and grants, and more. Target takes pride in providing so much for their team so that they can contribute and show their strong community. Citations. " Benefits. " Employee Benefits, Fringe Benefits, Perks. N. p. , n. d. Web. 18 Nov. 2012. . " Culture. Culture: Working at Target. N. p. , n. d. Web. 18 Nov. 2012. " Social. " Employee Social Benefits: Enjoying Life. N. p. , n. d. Web. 18 Nov. 2012. . " Team Members. " Our Team Members: Partners in Our Success. N.

p. , n. d. Web. 18 Nov. 2012. <https://corporate.target.com/corporate-responsibility/team-members>