

# Free research paper on important job attitudes

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## **DQ week Two one**

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#### Introduction

There are some job attitudes that are outstanding and can be used to determine if an individual is a good employee or not. Therefore, some job attitudes are more important than others because of the information they help us understand. The other job attitudes are less important because they do not offer adequate information to enable to I-O psychologists assess employees.

These are job attitudes that help I-O psychologists determine the main characteristics of an individual and their level of productivity to the organization. The information gathered from important job attitudes is then used by managers to help manage these people or allocate them the jobs they are likely to perform best.

### **Perceived Organizational Support (POS)**

This job attitude is important because it helps determine the thoughts of employees towards the management of an organization. The manager has to ensure that employees feel comfortable at work and that they feel appreciated, supported in order to be committed to the organization.

### **Organizational Commitment**

This is an important job attitude because it has a direct influence on the employee's performance. A committed employee will be highly productive and will do everything in the best interest of the organization. Non-

committed persons are a danger to the organization because they do not bother about the organization's objectives but their personal interests. The manager uses this attitude to identify the committed employees whom to entrust important responsibilities.

## **Employee Engagement**

This attitude is important because it helps determine the enthusiasm and satisfaction of an employee towards an organization. The attitude has a direct influence on their commitment and productivity.

The less important job attitudes do not have a direct influence on the performance of the individual, their job satisfaction and organizational commitment. Such factors include stress, social support and job outcome do not affect the employee's general commitment and productivity.

## **Conclusion**

Therefore, perceived organizational support, organizational commitment and employee engagement are the important job attitudes. They influence the productivity and commitment of employees. Other attitudes that do not have a direct influence on the performance of an individual are less important attitudes.

## **References**

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