

# Crafting a better job essay



**ASSIGN  
BUSTER**

1. Why do you think many people are in jobs that are not satisfying? Do organizations help people craft satisfying and motivating jobs, and if not, why not? I think many people are not satisfying at their jobs because of underpaid, limited career growth and advancement, and lack of interest. First of all is underpaid, Peter Cohan of Daily Finance said in an article that the Economic Policy Institute reported that workers' income is lagging behind inflation as of 2011.

This means that employees must stretch their dollar further to buy higher-priced goods and services, high costs for health insurance and they feel stress for paying bills with limited income. As a result, many workers feel dissatisfied with their jobs. Second is limited career growth and advancement. Workers who feel stuck in their job position are less motivated to maintain high productivity and at the same time the worker will feel dissatisfied with their jobs. Workers will feel valued when employers include them in their long-term plans and show their appreciation through promotions. Finally, lack of interest in the work is another reason why employees are unhappy.

Most employees want to perform job duties that are engaging and challenging. Boring work causes an employee to experience boredom. Bored and unchallenged employees experience little incentive to concern themselves with workplace productivity. According to Lise M. Saari and Timothy Judge from the University of Tennessee, Martin, the nature of employees' work accounts for the most situational influence in workplace satisfaction. Organizations normally help people craft satisfying and

motivating jobs because managers are responsible for motivating employees, planning, organizing and controlling within the organization.

They also help this process to happen by encouraging and supporting people to craft their job. In return, both parties will get the benefits. 2. Think about how you might reorient yourself to your own job.

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