

Response

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RESPONSE Natalie's post on Theories of Work Motivation and Job Attitudes

My response will offer and support an opinion in this post. With regards to a job attitude as a set of evaluations of one's job that constitute one's feelings toward, beliefs about, and attachment to one's job", I hold an additional opinion that the overall job attitude can also be conceptualized as effective job satisfaction by an individual that may constitute their general or even global personal feelings about the given job. Further, it could also be conceptualized as a composite of purposeful cognitive assessment of certain specific facets of the job which may include pay, work conditions, opportunities it presents among other aspects of the job. With respect to the use of the social cognitive theory as a way of motivating employees, I will add an opinion that even though it does work to motivate the employees, certain aspects of intrinsic motivation are also necessary (Herzberg, Mausner, & Snyderman, 2011). Employees not only will get motivated from observing others from outside but when certain actions are taken that impact on them directly like pay rise among others.

Terry's post on Understanding Job Satisfaction.

In the view that job satisfaction represents evaluations of the respondents own job, the activity that serves to identify us, not an evaluation of an abstract concept or object as social attitudes typically are (Hulin & Judge, 2003) I concur. However, when she says that Walden Sports focus on its growth to meet customer demands and acquire new businesses could cause employees to lose their identity as part of the organization and subsequently cause problems with job satisfaction, I would share an insight that the implication of this and the charity engagements makes the employee desire more pay and even promotions and if that is not achieved they don't realize

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job satisfaction.

Reference

Herzberg, F., Mausner, B., & Snyderman, B. B. (2011). The motivation to work (Vol. 1). Transaction Publishers.