

Good job satisfaction essay example

[Business](#), [Company](#)



Introduction

Job satisfaction is the level of contentment a person feels with his or her job. In this case, this leads to the two different forms of job satisfaction. These include affective as well as the cognitive job satisfaction. The cognitive form refers to the level at which people feel satisfied about various job facets or areas. These may include the working hours, pension arrangements as well as the pay. On the other hand, the affective job satisfaction refers to the level of the pleasurable feelings that people possess about their jobs in general. Job satisfaction is important to every business or organization since it provides managers with insights into human behavior, which can be used in the strengthening of the businesses bottom line. In this case, the American Intellectual Union (AIU) has set a group of researchers to study job satisfaction not only in the United States but also around the world. This paper aims at identifying, analyzing such data in relation to job satisfaction ([www. bhionline. com](http://www.bhionline.com)).

This data contains nine sections of data that was collected by the researchers. These include gender, age, department, tenure, overall job satisfaction, and benefits. This is as illustrated below.

([www. prim. osd. mil](http://www.prim.osd.mil))

The reason for selecting the position column in the qualitative data is that it gives a clear scenario of how the position of an employee highly determines his or her level of job satisfaction. On the other, hand the extrinsic data is also a clear explanation of how external factors can affect the job satisfaction of a person. From the data, it can be noted that people who work on an hourly are minimal. This is because most people prefer being monthly

salaries. However, it can be established that though people like the one being monthly employed, they are less satisfied compared to those who are hourly employed. The mean of job satisfaction levels for the hourly employed people is approximately 5.7. On the other hand, the average for the monthly salaried people amounted to 4.2 (www.prim.osd.mil).

This was determined after calculation and thorough analysis. The difference in job satisfaction between these two employee categories is because of various reasons. First, people who are hourly employed are more motivated by their jobs since there is a reward for extra application of hard work. This is because, the more hours a person works the more he, or she will earn. On the other hand, the monthly salaried people are less motivated (www.kcl.ac.uk). This is because even if an employee applies extra hard work in the job he or she will not earn extra salary. Furthermore, in this case overtime is not eligible hence even if an employee works for extra hours there will be no compensation. This makes the employees in this position be less satisfied with their jobs compared to those who are hourly employed. This is illustrated by a data sample obtained from the table in the graph below. (www.bhionline.com)

In addition to that, analysis on the effects of external factors was analyzed. From the data it was identified extrinsic job satisfaction depends on various factors. Some of these include the office location, a person's work colleagues, as well as the location of the company or the business itself (www.prim.osd.mil). For instance, an employee who works in a company that is located far from his place of residence is likely to be less satisfied with his or her job. This is compared to an employee whose workplace is close to

his or her place of residence. On the other hand, an employee whose relationship with his or her fellow employees is poor he or she is likely to be dissatisfied by the job. This is because he or she will not be motivated to work in such an unfriendly environment ([www. bhionline. com](http://www.bhionline.com)).

Conclusion

Job satisfaction is a very crucial thing to any company or business. This is because it determines the ability of the business or the organization to achieve its objectives as well as its vision. In this case, the management of any company should ensure that it facilitates high job satisfaction for its employees. This is because this will ensure that the organization will be focused towards its set goals. However, if the job satisfaction of the employees is low the set goals of the company will not be easily met since the employees will lack motivation. This means they will be less creative and innovative ([www. shrm. org](http://www.shrm.org)).

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