

# Measuring job satisfaction

Psychology



Measuring Job Satisfaction Measuring Job Satisfaction In order to determine why employee productivity and motivation at Walden Sports has dropped off in recent months, a reliable survey instrument should be introduced to determine some possible factors. This could then be followed up by a comprehensive observation process, to be done by the consultant, and possibly some confidential in-depth interviews with randomly selected employees at a later date. To begin, however, a simple 5 point Likert-Style survey measuring job satisfaction can be given to all employees. This type of survey has been validated and shown to be effective. One such instrument was developed by Judge, Boudreau, and Bretz (1994) and aims to assess overall job satisfaction in key areas of the organization. The instrument also has three questions that are standardized and then added back into the results to form the conclusions related to overall job satisfaction at Walden Sports. These questions include: Are you satisfied with your current job (YES/NO/NO REPLY), choosing one of 11 different faces to describe how they currently feel about their job overall, and to relate a percentage of time that each individual respondent is satisfied with their jobs are on average (Judge, Boudreau, & Bretz, 1994). These questions form a sort of check and glance by which all other standard five point questions and responses can be gauged for accuracy and validity. This instrument would be a great place for the consultant assigned to Walden Sports to begin his analysis related to the factor currently impeding job satisfaction and motivation at the company.

## References

<https://assignbuster.com/measuring-job-satisfaction/>

Judge, T. A., Boudreau, J. W., and Bretz, R. D., Jr. (1994). Job and life attitudes of male executives. *Journal of Applied Psychology*, 79(5), 767-782.