

To study the relation
between satisfying
and dissatisfying
factors affecting
work...



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To study the relation between satisfying and dissatisfying factors affecting workers productivity

Topic: To study the relation between satisfying and dissatisfying factors affecting workers' productivity. Measure of motivation, performance,

commitment: Workers' motivation, performance and commitment are all abstract terms that can be estimated by studying their productivity.

Productivity of workers can not be enhanced unless the workers feel satisfied and committed to their work. Theory to focus on: Herzberg presented a unique theory about motivation in which he said that factors that cause dissatisfaction among workers in their workplace are not opposite to the factors that inculcate satisfaction in them. Herzberg drew the relationship between job satisfiers and dissatisfiers stating, "...job satisfiers deal with the factors involved in doing the job, whereas the job dissatisfiers deal with the factors which define the job context" (Herzberg, 1959 cited in Chapman, 2010). That essentially means that if the employers take measures to reduce the dissatisfaction among workers, they may effectively preclude all the factors causing dissatisfaction among workers. However, that does not mean that such an attempt of the employers would generate satisfaction among workers so that they would improve their performance. There is dire need to study the relationship between the potential satisfying and dissatisfying factors so that measures taken by employers can be made effective in drawing the desired results by simultaneously addressing both satisfaction and dissatisfaction. Hypothesis: There is an inverse relationship between job satisfiers and dissatisfiers. If measures are taken to improve the workers' satisfaction in their work, their dissatisfaction also declines. So there is no

need to take separate measures to increase workers' satisfaction and decrease their dissatisfaction. References: Chapman A, 2010, Frederick Herzberg's motivation and hygiene factors, viewed, 5 February, 2011, <<http://www.businessballs.com/herzberg.htm>>.