

# Examining emotions, attitudes, and job satisfaction

[Business](#)



Examining Emotions, Attitudes, and Job Satisfaction Examining Emotions, Attitudes, and Job Satisfaction Question Trader Joes has designed their jobs to increase customer satisfaction through showing appreciation in offering more benefit to their workers compared to what other grocery stores do. Trader Joes offers benefits ranging from medical vision and dental insurance to company paid retirement and 10% employee discount at their grocery stores to paid vacation for the workers (Zeynep, 2012). Through such benefits, the chain grocery store achieves its goals to offer 100% job satisfaction to its workers. With regards to job performance, when the workers are happy with such benefits, they become more willing to work hard for the grocery store in order to attain higher performance. Trader Joes also ensures to employ individuals with the needed managerial skills that are the combination of human skills, technical skills and conceptual skills. Trader Joes train its workers to perform specialized roles using expertise and knowledge acquired from their experience (Zeynep, 2012). Each worker is good in product knowledge since they have been encouraged to taste, as well as initially learn about their products prior to selling them to the clients. This means that the workers can share their experience with the client to influence them to buy the product. Question 2 To develop its employees, the shows organising through developing the tactic to attain the planning process. The grocery chain store has positioned its brand name in the mind of their clients with the combination of technical skills, conceptual skills and human skills with has been explained in question 1. The chain store also demonstrates leadership by developing enthusiasm workers through designing job satisfaction so as to realise higher performance. Trader Joes sharing profit or giving back to its workers in terms of medical, vision or <https://assignbuster.com/examining-emotions-attitudes-and-job-satisfaction/>

dental insurance among other benefits has inspired and motivated the workers to work hard for the organisation and try and maintain top class interpersonal leadership. Through controlling the planning, leading and organising elements, the firm ensures that the managers and also the employees play all their key roles in operating all the functions of the chain store (Rintamäki et al., 2007). This ensures that the business offers the best products plus services to their clients (Zeynep, 2012). To summarise this section, the chain store is able to show the significance of each role in the management cycle since each of the workers take part in the management cycle and they know their own roles well to avoid unnecessary clashes in the organisation. Question 3As a leader who is self-aware, he or she should know how they feel and his or her emotions and that their actions influence the staff around him or her. A leader should, thus, be self-aware, which means having a clear image of your individual strengths and weaknesses. Thus what can be done to enhance your self-awareness, you can maintain a journal (Lewis, 2005). A leader can spend simply a few minutes every day to write down their thoughts. Through this, you can move to a slightly higher level of self-awareness. A leader can also decide to slow down when faced with situations of anger just to examine why they have that anger (Rintamäki et al., 2007). This is because they tend to channel that anger to the employees, which is hurting to the company (Bruthiaux, 2009). The second way leaders can effectively manage relationships at work is through developing their self regulation. This can be through knowing their values, holding themselves accountable and practicing being calm. It is known that whatever effects a leader also affects the entire organisation (Lewis, 2005). Thus, a leader who is able to polish on these vital skills will also influence the

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rest of the organisation. Question 4 Leaders at Trader Joes can try to inspire a shared vision to everyone in the organisation, which will also translate into the clients. They should passionately deem that they can make the difference in the grocery chain store industry (Bruthiaux, 2009). Through this, they can enlist everyone, even the clients, into their visions and ensure the continuous success of Trader Joes. The next way these leaders can shape their practices to ensure that the grocery store beats the competition could be through challenging their process. Leaders should look for chances to change their status quo no matter their success (Abraham, 2005). They should look for more innovative ways to ensure that they continue being giants in the grocery chain store industry. The final way that the leaders could use to be the hard competition is through building more chain stores in order for everyone to know them. It will have a similar effect that Wal-Mart has when they set up a new store in a town where they were not there.

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