

Free research paper on job satisfaction

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Arguably, job satisfaction is a crucial factor to the success of an organization. In fact, individuals today go beyond the job search, this implies that they are looking for a more challenging job that gives them a chance to progress in an organization. Organizational organization can be used to impact job satisfaction in a positive way. Job satisfaction entails a feeling and attitude that an individual has on her or his job. On the other hand, organizational socialization refers to the transitional process that individual make from being an outcast to being a member of an organization.

Certainly, organizational socialization help in ensuring that new individuals in an organization comprehend their role, goals and responsibilities. Job satisfaction will be attained if the new employee performs their roles and responsibilities as expected. In addition, organizational socialization helps in job satisfaction by ensuring that a newcomer in the organization understands the mission and objective of the organization (Farazmand, 2002). In this case, the employee will focus on balancing personal life and responsibilities of the job. Perhaps, when personal, job and organizational goals are achieved, then job satisfaction becomes apparent.

Employers are emphasizing on job satisfaction because satisfied employees can deliver with their work. Some of the factors that influence job satisfaction include promotional opportunities, attitudes, family balance, benefits, management style, as well as interpersonal relationship (Farazmand, 2002). Organizational socialization drives an individual towards these factors. Therefore, organizational socialization act as an adaptive technique to new employee in an organization. Job satisfaction will be achieved through understanding of workplace environments and job

requirements. Organizational socialization is a roadmap to entire issues pertaining the organization; hence, those who intent to achieve job satisfaction will; benefit from organizational socialization.

Organizational socialization facilitates an interactive mechanism in an organization. Undeniably, interaction provides a boost to employees in an organization in understanding their role. Hence, organizational socialization leads to a feeling of happiness and job satisfaction (Farazmand, 2002). In general, perspective there is a direct correlation between the level of organizational socialization and job satisfaction. The lower level of organizational socialization will lead poor attendance, lack of motivation, and low productivity. These characteristics are a clear indication of job dissatisfaction among employees.

Farazmand, A. (2002). Modern organizations: Theory and practice. Westport, Conn: Praeger.