



Job Satisfaction: Concept and theories

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Abstract:

Twenty first century teacher education gives importance to it and is mentioned in the article as well as few concerns about this teacher education also mentioned. After that the concept of job satisfaction, its importance, related factors such as personal, job, management also mentioned. Some job satisfaction theories are also mentioned which includes self-actualization theories of Maslow, two factor theory is of Herzberg's, Lawler-porter theory, equity theory and so on were considered.

Key words: Job Satisfaction, Factor, Organizational Climate

Definition of Job Satisfaction-

There is various definition of job satisfaction as follows.

- 1) **Kaliski (2007):** Job satisfaction is directly interrelated with productivity as well as personal well-being behavior. For every employee their job if he or she enjoyed and doing properly he or she will get rewarded for their efforts. The job satisfaction leads to the employee Institution goal concluded the feelings of fulfillment.
- 2) **Statt (2004):** Job satisfaction is defined as the extent of an employee is awarded with some reward, he or she will get the intrinsic motivation.
- 3) **Armstrong 2006):** Job satisfaction of an employee gives the attitude and feelings about their work. If an employee gives positive and favorable attitude towards the work, it indicates their job satisfaction whereas negative or unfavorable attitudes towards their job, it will be indicated job dissatisfaction.

Importance of job satisfaction:

In all organization employees are the important resources which keeping happy got strengthen an institution in different ways as follows

1. **Lower turnover:** By keeping healthy environment create to help to recruit quality talent employees and save money of the employer. If the employees are satisfied takes less leaves and improves the turnover of the institution
2. **Higher productivity:** The job title and salary of the employee which not considerable with high job satisfaction leads to achieve higher productivity
3. **Increase profit.** If an institution keeps their employee happy satisfied hand safe, they go to highest with lover cost and stronger bottom line
4. **Loyalty:** Every employee in the institution feels happy and interested in their work. This supports the institution mission and work hard to achieve the institution objective.

Factors Related to Job Satisfaction –

It's useful in different situations. The importance of job satisfaction factors varies from one situation to another situation according working places. There are various factors which are related to job Satisfaction. Mainly classified in to three groups as follows

1. Personal factors –

1. **Sex:** from different studies shows that women are more satisfied as compared to men. The main reason for those women is less ambitious and financial things.
2. **Age:** For all employees age is playing vital role while performing their duties. Job satisfaction is higher as increasing their age in some groups while other group it is lower.
3. **Intelligence:** Level of employee intelligence is also important factor in job satisfaction.
4. **Education:** From various studies it showed that their strong relationship between job satisfaction and the employee education.
5. **Personality:** Employee personality is the major cause of job satisfaction or dissatisfaction. They're for personality is the source of employee job satisfaction
6. **Family dependent:** for the employee job satisfaction is inversely proportional to the number of family member's dependent on him or her.

2 Job related factors –

1. **Type of work:** Employee's type of work plays important role in their job satisfaction. Different type and innovative work lead to the job satisfaction whereas routine work of the employee leads to their dissatisfaction.
2. **Skill required for the employee:** Trained and qualified employee leads to good skill in their work. For those various factors such as responsibility, nature of work and occupational status is interrelated to improve the skill of the employee.
3. **Size of Institutions:** Job satisfaction in small institution more as compared to large institutions.

3 Factors controlled by the Managements:

1. **Job Security:** For the employee job security is very important which affected towards their job satisfaction. Every employee wants permanent job without fear of insecurity. Also, various natural

calamities such as flood, earthquake, Covid, etc. in this calamities job must be safe. Job security is also including employee's financial needs, their age and their security of family.

2. **Remuneration:** The important factor in job satisfaction is salary of employee and with this all employees make happy environment in the institution. Higher pay gives more job satisfaction to the employee.
3. **Fringe Benefits:** The various things such as bonus, free medical aid, provident fund, increment, etc. create influence on the job satisfaction.
4. **Opportunities:** Every employee wants for higher post as well as higher responsibility with more scale. As experience grow employee expected promotion in their job.
5. **Working condition:** The different factors such as place of work, working hours, ventilation, lighting, etc. are important. The attitude of head of the department is also important at working place.
6. **Co-workers:** The role of co-workers is plays vital role in the employee's job satisfaction. Working in cooperative atmosphere is good for increasing job satisfaction. About teacher educator Pay, Quality of education, working hours, Satisfaction. The organizational climate was affected organizational performance by different influencing factors on the motivation of teacher educator of B.Ed. colleges. In the present condition of increasing work pressure at Institutes of teacher educator was affecting the work environment in the B.Ed. colleges.

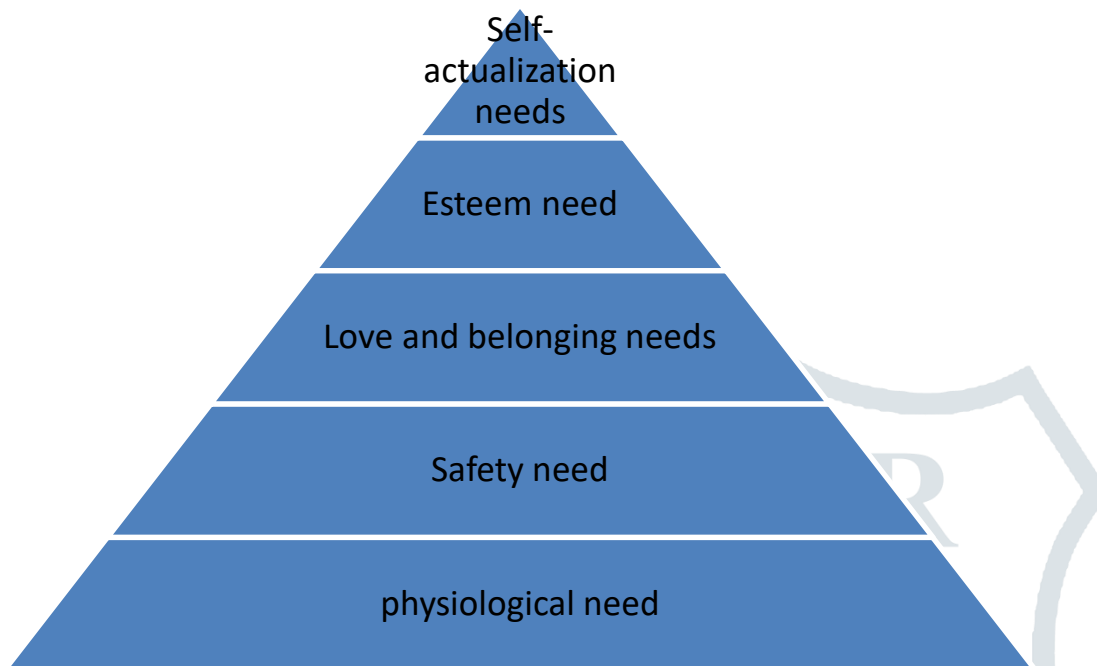
Consequences of Job Satisfaction:

For every employee higher job satisfaction increases productivity, turnover of the company, progress in attendance, reduce accidents and causes less job stress.

1. **Productivity:** The relation between productivity and job satisfaction is not definitely is not definitely established. Employees are satisfied with their job leads to increase the productivity. Productivity performance and job satisfaction may not be related with each other and may be affected indirectly by absenteeism which is negative to job satisfaction of the employees.
2. **Turnover:** According to Arnold and Feldman in every organizational unit with lowest average satisfaction level gives the highest turnover rates for the company
3. **Absenteeism:** Absenteeism mostly related with job satisfaction according to Breugh J.A. found at the less satisfied employee are more likely to absent from their work due to certain avoidable reasons this is called as voluntary absenteeism as against involuntary absenteeism because of other emergency reason for illness which are also unavoidable and it is not related to the Employees job satisfaction.
4. **Safety:** In every institution safety is important because it is directly related to the employees, so less safety practices are the negative effect which produces low job satisfaction level due to this discouragement in the employees work and this leads to directly by accidents,
5. **Job stress:** Due to overwork for the employee and more timing causes job stress is created, so that experiencing stress in the employee's mind causes this dissatisfaction.

Job Satisfaction theories:

1 Maslow's Self-actualization theory:



According to Abraham Maslow self-actualization theory motivational behavior may be satisfied different needs at the same time. From the Maslow hierarchical structure of needs shows that the appearance of ones need generally depends on satisfaction of others. All these needs are closely related with each other and arranged from lowest to the highest development of the personality as shown in the figure.

Maslow identified 5 levels of needs which as follows:

1. **Physiological needs-** The psychological needs necessary for survival of human being at the bottom of the structure which includes water, food, rest, muscular exercise, sex, sleep, etc.
2. **Safety needs-** Once the psychological needs of a person fulfilled than can move upward the next level of needs which are safety and security. These needs are related to persons self-preservation and for the preservation of those dependent upon him or her. Safety needs avoided of danger deprivation and physical harm environment. Every human being needed protection against attack of enemy, security against financial imbalance, etc.
3. **Social needs-** Social needs mean it's belonging and loved persons who are with one's relation with others. These are the needs for good healthy relation between different peoples and Co-operation with love. Social needs include family, friendship, romantic attachment, social groups, community groups, churches and religious organization, etc.
4. **Esteem needs-** After satisfying at the bottom three levels of needs fourth level plays an important role to gain respect and appreciation of others. These needs include Professional activities, Team

participation, Academic accomplishments, Personal hobbies can all play a important role in fulfilling the Esteem needs.

5. **Self-awareness needs**-Maslow's Hierarchy known as the need of persons have to achieve their full potential as human beings to do any type of work. Such type of people who have developed or are developing with the full strength of which they capable.

2 Herzberg's Two Factor Theory (1976):

Herzberg's findings were obtained from the research which was conducted on group of Engineers and Accountants in Pittsburg. They asked two questions to their respondents (a) what is it about your job that you like. (b) What are the different things in your job that you don't satisfy with them. Responses fell into two categories of factors

1. Motivators or Satisfiers
2. Hygiene or dis.-satisfiers.

Classification of Herzberg's Hygiene factors and Motivators

No.	Motivators Factors	Hygiene Factors
1	Responsibility	Basic Salary
2	Work itself	Supervision
3	Chances of growth	Company Policies and Rules
4	Advancement	Relation with co- workers
5	Achievement	Job Security
6	Recognition	Working conditions

The components of every employee which leads to positive motivation such as creative and challenging work, responsibility and growth, advancement, possibility achievement, recognition etc. were directly related to the job itself. The absence of these factors causes Hygiene or dissatisfactions of the employees. If the factors such as salary, supervision, relations with coworker, job security, working condition, company policy and rules were adequate and present then they prevent dissatisfaction of the employees.

In this study the people interviewed had both the desire and ability to note down response accurately on the condition on which they make satisfied are dissatisfied with their job

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