



A Review of Research Literature on Job Satisfaction.

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ABSTRACT

Job satisfaction rest upon the gratification of individual needs, their connection with other work fellows and superiors, operational conditions, institutional policies and the recognition they obtains. A satisfied employee displays optimistic conduct at their work place like they have less absence from work, gives full contribution to the institution, and persists for extensive time in the institution whereas a discontented employee is more absent from job, displays cold shoulder to other staffs and constantly gazes for other new job. Job satisfaction is the result of various attitudes possessed by an employee towards his job. This paper focuses and analyzes the literature findings which involve Job Satisfaction.

KEYWORDS :

INTRODUCTION

Job is considered as a tool which helps people to have good life for themselves and to reach their aims. In According to Collin's English Dictionary "job is defined as an individual piece of work, an occupation, post for employment, a result produced from working". The job deprived of economic benefits can be a service but not job in its real sense. It can be said that job is a responsibility concerned with accomplishment of a duty with certain state of affairs beside some secure pay or wages. Satisfaction is a state of mind in which a person feels pleasure or happiness as it is defined as, the state of being satisfied, completion of aspirations, the delight obtained from fulfillment. But important is that whether a person is satisfied or dissatisfied with his job. Job satisfaction is a good feeling caused by appraising diverse aspects of one's job. According to Spector, 1997, "Job satisfaction is the extent to which people like or dislike their jobs". According to Camp (1994), "job satisfaction with reference to the needs and values of individuals and the extent to which these needs and values are satisfied in the workplace".

Review of Research Literature related to Job Satisfaction

This section highlights National as well as international research literature related to the fundamental and allied aspects of Job Satisfaction

NATIONAL STUDIES:

Gahlan, V. (2014). Occupational Stress and Job Satisfaction among IT Professionals in India.

Objectives: The present study was undertaken with the intention of examining the nature of role stress and job satisfaction among IT Professionals, and to explore the relationship between these variables.

Methodology: The data pertaining to the study was collected from 400 IT professionals working in multinational companies in India. To attain the objectives of the study, two psychometric instruments - the Organizational Role Stress Scale [1] and the Job Satisfaction Questionnaire [2] were administered to the sample population to obtain data pertaining to the role stress and job satisfaction variables. The data were analyzed in terms of the descriptive, coefficients of correlation and regression.

Findings: The results of the study revealed IT professionals had high level of organizational role stress on account of all the measures except role erosion. Also all the measures of organizational role stress were negatively correlated with job satisfaction however none of the measures of role stress were found to be significant predictors of job satisfaction.

Kaur, M., et al (2014). The Power of organizational spirituality: Its effect on job satisfaction, quality of work life and occupational stress.

Objectives: The present study was aimed at study of organizational

spirituality on job satisfaction, quality of work life and occupational stress among employees.

Methodology: Standardized questionnaires were used to determine the organizational spirituality, quality of work life and occupational stress among 150 employees in various multinational companies. The statistical tool used for analysis of the data was one way ANOVA.

Findings: Results showed that high levels of organizational spirituality in employee's leads to satisfaction in the job, better quality of work life and less occupational stress. Findings of the study also focused on fostering spiritual values in the organization as it helps in better understanding of issues and leading to less conflicts more satisfaction in the job which ultimately leads to organizational success.

Chutia, M. (2013). Impact of Teachers' job satisfaction in academic achievement of the students in Assamese medium secondary schools of Kamrup district of Assam, India.

Objective: Present study tried to trace out the level of job satisfaction of the teachers and the academic achievement of the students in Assamese medium secondary schools of Kamrup district and the relationship between these two was also studied.

Methodology: Present study falls under 'Descriptive survey method'. The analysis of the data has been done both qualitatively and quantitatively. For the quantitative analysis of the data the statistical techniques that is tables, percentage, graphs and Pearson's correlation has been used.

Findings: Present study reveals that the teachers are found to have a good degree of satisfaction as a whole. And the Academic Achievement of the Students in Assamese medium secondary schools of Kamrup district is also found very high.

Grover, H., et al (2013). Study on factors influencing job satisfaction of employees in Delhi/NCR.

Objectives: The main objective of this research paper is to find out the main factors influencing job satisfaction.

Methodology: Firstly, the factors which are responsible for job satisfaction were identified through an extensive literature review then a self structured questionnaire was developed and descriptive research was conducted. The respondents for the analysis were selected through convenience sampling. Factor analysis was done using SPSS to analyze the factors contributing to job satisfaction of employees.

Findings: The result indicated that 7 factors viz. fairness, working conditions, job security, performance, salary and other benefits, comfortable working environment, training and demographic factors

(gender, age, income, years of experience, and occupation of an employee) have significant influence on Job satisfaction.

Perveen, S., et al (2013). Punctuality in Relation to Job Satisfaction among Secondary School Teachers.

Objectives: The major aim of this study was to evaluate the level of job satisfaction and punctuality.

Methodology: Sample of 400 female teachers, 200 from Private, and 200 from Government sector schools were selected respectively. Job related satisfaction was measured with Job descriptive index (JDI; Smith et al.1969) whereas; punctuality level was measured with Punctuality scale (Perveen, 2002). Total job satisfaction score was highly correlated with punctuality level, than any single job satisfaction factor.

Findings: Scores of government and private sector teachers on subscales of JDI (i.e., Pay, Co-workers & Supervision) indicated that private teachers were found more satisfied than government sector teachers.

INTERNATIONAL STUDIES:

Akomolafe, J.M., et al. (2014). Job Satisfaction among Secondary School Teachers: Emotional Intelligence, Occupational Stress and Self-Efficacy as Predictors.

Objectives: Thus, this research aims to examine the contributions of emotional intelligence, occupational stress and self-efficacy to job satisfaction secondary school teachers.

Methodology: The correlational type of descriptive research design was used for the study. Four hundred teachers constituted the sample of the study. Four standardized instruments were used to measure both the independent and dependent variables. Two research questions were answered in the study. Through multiple regression analysis the researchers found that emotional intelligence, occupational stress and self-efficacy jointly predicted job satisfaction.

Findings: Further analysis indicates that emotional intelligence is more important than self-efficacy while occupational stress did not predict job satisfaction among teachers. These results are discussed and counselling and educational psychologists are challenged to assume more responsibility and active role in enhancing emotional intelligence and self-efficacy among secondary school teacher. It is further recommended that counselling, educational psychologist and school administrators should equip teachers with necessary stress management skills.

Davoodalmousavi, S.M. (2013). The correlation between organizational culture and job satisfaction of employees in biotechnology production companies.

Objectives: This study examined the correlation between organizational culture and job satisfaction of employees in biotechnology companies.

Methodology: This study had practical purpose and in terms of performance and data collection was descriptive – survey. The research group individuals were employees of biotechnology production companies. Due to the limited statistical society, enumeration sampling method was used. Research tools include Dennison questionnaires for organizational culture, and Dunnett et al., (1996) regarding job satisfaction. Data analysis was performed by using SPSS software.

Findings: The results demonstrate that there was significant correlation between organizational culture and job satisfaction.

Rauf, M., et al. (2013). Relationship between morale and job satisfaction of subject specialists teaching in higher secondary schools of Khyber Pakhtunkhwa, Pakistan.

Objectives: This study aimed to find out the relationship between morale and job satisfaction of subject specialists serving in Higher Secondary Schools of Khyber Pakhtunkhwa Province of Pakistan.

Methodology: Zone-II of Khyber Pakhtunkhwa was selected as sample and all the 610 Subject Specialists from all the 95 Government Higher Secondary Schools were taken as respondents for this study. Data was collected through two questionnaires namely morale scale and job satisfaction scale. Pearson's correlation r was used to test the null hypotheses .

Findings: Results of the study show that both the dimensions i.e. morale and job satisfaction of subject specialists are positively correlated. However, the strength of relationship (correlation) is slightly higher in case of rural and male subject specialists as compared to urban and female subject specialists respectively. In case of married subject specialists the relationship is much stronger than un-married subject specialists.

Diskiene, D., et al. (2013). Relationship between individual and organizational values and employees' job satisfaction.

Objective: The purpose of this study has been to determine the links between job satisfaction and individual values as well as organizational values. The present study aims at revealing the degree to which individual and organizational values are correlated with job satisfaction in a specific enterprise.

Methodology: The research used descriptive survey method. Data have been collected by the distribution of questionnaires among IT and telecommunication company employees. Male and female respondents were randomly chosen from existing employee lists: N=85 respondents representing the population of regional employees were asked to fill in a questionnaire. The relationship between variables has been measured with the help of Pearson correlation. Descriptive statistics, such as mean, median, standard deviation, Cronbach's alpha, have been used.

Findings: The results of the paper indicate that a positive relationship exists between employees' individual and organizational values, organizational culture and job satisfaction. The findings of this investigation could be used for the purpose of developing motivational systems for employees, seeking to more accurately estimate and promote loyalty and organizational commitment on their part.

Scott, A. (2009). Spirituality's relationship to job satisfaction.

Objectives: This student attempts to examine the relationship between spirituality and job satisfaction and determine whether or not spirituality does make a difference.

Methodology: A small control group of public service employees in a Florida library setting were surveyed for this study.

Findings: The results of the survey instrument data indicate the control group has strongly positive responses in regards to both job satisfaction and spirituality. The surveyed subjects indicate a high level of spirituality and a moderately high level of job satisfaction.

CONCLUSION

The studies reviewed relate to different types of working sectors like banking, teaching, nursing, medicine, industry, private and public limited companies. The studies located and reviewed include both Indian and Foreign studies. In the studies reviewed on job satisfaction a number of dimensions were considered for evaluating the job satisfaction of professionals like wage, job security, job environment, nature of work, opportunity for promotion, prompt removal of grievance, opportunity for participation in decision making and other fringe benefits.

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