



An Ideology of Job Satisfaction Amongst Employees

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ABSTRACT

Job is considered as a tool which helps people to have good life for themselves and to reach their aims. 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. This article outlines ideology of job satisfaction amongst employees.

KEYWORDS

Ideology, Satisfaction, Aspirations

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". In view of Basaran (2000), "An employee with low Job Satisfaction may show tendencies towards absenteeism, turnover, ignoring rules, complaining about the job, damaging the organization, extravagancy, pretend sickness and accidents, and psychological disorders". According to Feldman & Arnold (1986), "Job satisfaction is significant for both employees and the work itself regarding what the employees think and feel about their jobs, in other words, whether they find it satisfying or frustrating, boring or meaningful". Job satisfaction is a common or universal affective response that persons grasp about their existing jobs.

Job satisfaction of teachers is very crucial to the success of any organization. Teachers who are contented with their jobs generally have a high level of proficient competence. Hence, they feel competent in relation of their information of content and teaching abilities, and they feel protected about lecture hall supervision. In view of Sley (1992), "the effectiveness of an educational system depends largely on the job satisfaction of teachers employed in the system.

Job satisfaction is a subjective sensitivity of a teacher at their workplace. These states of mind can be advantageous or un-advantageous towards the institute. In case of advantageous conditions, there seems a constructive relation amongst teachers' expectations from their workplace and the welfares that the job provides.

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. The contented teachers actively participate in

teaching and learning procedure, evolving the character of the pupils, with enriched accomplishment. A satisfied teacher's 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. On contrary, a discontented teacher 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. These attitudes may be related to job factors such as 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. Job satisfaction not only increases efficiency but also provides intrinsic motivation for work. It is necessary for the development of any educational organization because directly or indirectly it influence attitude, morale, and absenteeism and production level.

Job satisfaction is a pleasurable or positive emotional state resulting from appraisal of one's job or job experiences (Locke, 1976). Job satisfaction has uni-dimensional and multi-dimensional definitions. A uni-dimensional definition provides an overall definition of job satisfaction resulting in measures which are referred to as global measures (Spector, 1997). The multi-dimensional definition provides a more elaborate type of conceptualized and operationalized facets such as satisfaction with pay, promotion, co-workers, nature of work and communication (Spector, 1997, 2000).

Job satisfaction has also been described as a positive emotional state resulting from the characteristics and

aspects of a work setting (Archives, 1999). Shah Nawaz and Jafri (2009) defines job satisfaction as a pleasurable emotional state resulting from the appraisal of one's job – an effective reaction to one's job and an attitude towards one's job. Khanna (2010) describes job satisfaction as a positive attitude by an employee towards his job as well as his personal life. These definitions demonstrate that job satisfaction involves activities within and outside workplace. Thus, how an individual lives and associates in the environment are directly and indirectly influenced by work settings.

Erdogan (1994) even reported that job satisfaction affect employees' physical and mental health, the working and efficiency of the organization, comfort, economic development, disposal and dissipation of the society. Absence of job satisfaction in an organizational setting leads to worker lethargy and reduced organizational commitment (Moser, 1997). Job satisfaction has been linked both to situation factors and personal factors. Situation factors include job-related conditions such as

pay, opportunities for promotion and working conditions, and characteristics such as task identity, task significance, skill variety, autonomy, and feedback (Heller, Judge & Watson, 2002). According to Dormann and Zapt, (2001), personal factors include personality disposition, traits, self-esteem, motivation, and emotions. Positive factors such as high energy, pleasurable engagement, and enthusiasm are positively related to job satisfaction while negative factors such as distress, unpleasant engagement and nervousness are negatively related to job satisfaction

Significance of Job Satisfaction

Job satisfaction is significant because a person's attitude and beliefs may affect his or her behavior. Attitudes and beliefs may cause a person to work harder, or, the opposite may occur, and he or she may work less. Job satisfaction also affects a person's general well being for the reason that people spend a good part of the day at work. Consequently, if a person is dissatisfied with their work, this could lead to dissatisfaction in other areas of their life like employee performance, employee absenteeism, employee turnover etc. While individuals who begin working a career earlier on in their life plan to retire later in life as well. The research shows that job satisfaction has very little to do with how we plan for our retirement. While the survey shows that many individuals do

consider income, location and attitude when discussing retirement options, they do not solely decide if and when retirement is an option for them nor do the factors (poor work environment, long hours, unhappy with position, etc) (Lehigh University, 2013) There are many studies that have questioned if job satisfaction is something that you experience more in your younger years or older. Studies have returned with both sets of results. Some individuals have more job satisfaction in their earlier years while others experience it more when they are older. So, it is undetermined if you will retire from a job that you have been satisfied at or unsatisfied at.

Conclusion

Job satisfaction is the level to which workers like their work and it is the difference between what employees expect and what they receive. It is a general attitude toward the job; the difference between the amount of rewards employees receive and the amount they believe they should receive Job satisfaction is an elusive, even mythical, concept that has been increasingly challenged and refined. Both managers and researchers are working on job satisfaction and a correct and valid measure of job satisfaction is the best information about an employee. Thus, a huge community is concerned about the quality of job satisfaction including managers, employees and general public.

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