

# Job Satisfaction: A Glimpse of Review

Meenu

Ph. D Scholar, Department of Commerce, MDU, Rohtak

## ABSTRACT

Job satisfaction is the feeling and attitude one has towards his or her job. If a worker is not satisfied with his work then both the quantity and quality of his output will suffer. Job-satisfaction gives happiness, efficiency and success in one's professional-activity. A worker who is satisfied with his work is characterized by his spirit of devotion and determination for the fulfillment of the set goal. So, this paper is about to review all the factors of job satisfaction through which this comes to know that whether an employee is satisfied with his job or not. This research paper is based on the reviews of different persons, authors about to find out the various factors influencing the job satisfaction. Thus, basically it is a review research paper.

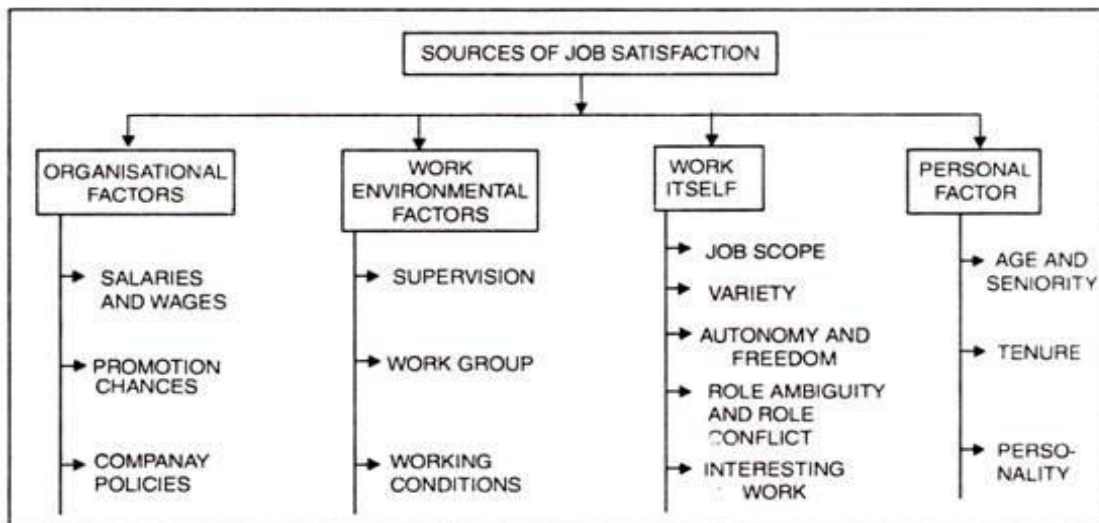
**Keywords:** Job satisfaction, organizational climate, organizational performance.

## INTRODUCTION

There is no doubt that job satisfaction is one of the most talked about of all job attitudes. It is a wide and strong area of research. A lot of studies have been published in several articles, journals, dissertations, and in thesis in this area. Employee job satisfaction is a complex phenomenon as it involves many factors that are to be reckoned with. All the factors pertaining to the job, job characteristics, job content pertaining to personal factors and organizational factors, as all these factors have some role to play in the determination of employee satisfaction. The level of satisfaction also varies in accordance with different gender groups, income groups, age groups, educational level, and category of employees.

**According to Davis and Newton,** "Job satisfaction is a set of favorable and unfavorable feelings with which employees view their work."

**According to Andrew j. Du Brin,** " Job satisfaction is the amount of pleasure or contentment associated with a job. If you like your job intensely, you will experience high job satisfaction. If you dislike your job intensely, you will experience job dis-



satisfaction." **Sources of Job Satisfaction involves:**

## Why Job Satisfaction?

Today, in every sphere it is of uttermost attention that employees remain happy and also give their best to the organization. But they can give their best only when they are auspicious with the organization and if they are, then they becomes spirited towards their work and also towards their organization. This creates a productive or favorable environment in the organisation but if it is not then both the quantity and quality of his output will suffer. To assess the satisfaction level of employees, it is required to know all the factors which affect satisfaction level and dissatisfaction of the employees' job satisfaction. So, it is necessary to check employees' satisfaction level and also to spot the dissatisfaction factors so that if there is any inconsistency this can be end by picking protective umbrella.

**Objective of the study:** The objective of the paper is to review the job satisfaction factors that are to be considered to know the satisfaction level of the employees of the concerned organization.

**Methodology of the study:** This research paper is based on the reviews of different persons, authors about to find out the various factors influencing the job satisfaction. Thus, basically it is a review research paper.

### Factors of job satisfaction

Sr. No.	Year	Author	Title	Factors
1	2015	Zaenal Mustafa Elqadri, Priyono	The influence of organizational culture, Organizational Climate, and The promotion of the position Of Employee job satisfaction In Pt. Surabaya graphics media temprina	Retribution is fair and feasible, proper Placement in accordance with expertise, light weight work, the atmosphere and the environment work, equipment support pelaksanaan work, Attitude and leadership, the monotonous nature of work or not.
2	2015	Ayeneu Birbirsa, Zerihun; Singh Jha, Profshankar K; Muleta, Geremew; Jemal, Sabit; Gelashe, Uki; Issa, Ibrahim	The Organizational Climate Factors that could Predict the Job Satisfaction of Academic staff of Central and Western Ethopia Public Universities	Coworker Relationship, Working Condition, Organizational Commitment and Leadership and Management
3	2014	Nisha	Work Performance, Role Stress, Organizational Climate, Organizational Commitment and Job Satisfaction among Teachers: a Comparative Study of selected Management Institutes in Haryana.	overall Job Satisfaction
4	2013	Usop, Annierah Maulana	Work Performance and Job Satisfaction among Teachers	School Policies, Supervision, Pay, Interpersonal Relations, Opportunities for Promotion and Growth, Working Conditions, Work Itself, Achievement, and Recognition, and Responsibility
5	2013	Jyoti, Jeevan	Impact of Organizational Climate on Job Satisfaction, Job Commitment and Intention to Leave: An Empirical Model	Job itself, Pay & rewards, Superior's behaviour, Colleagues' behaviour and Promotion
6	2013	Bandana Nayak	Employee Satisfaction Leveraging Employee Relations and Overall Job Satisfaction	working environment, salary and compensation, employee relations, benefits and

				services, retirement and post retrieval benefits, organizational climate
7	2012	P.Jayarani	A study on job satisfaction among the employees of Chennai Port trust	Nature of Work, Inter-Personal Relationship, Pay and Allowances, Work Environment, Training, Management Policies, Personal Growth and Career Development, Grievance and Redressal , Management and Employees, Empowerment.
8	2012	C. M. Sudha arogya mary	A study on the job satisfaction of women employees in BPO industry (with reference to selected units in Chennai city)	Service Conditions, Nature of Work, Compensation, Benefits, Relationship with Peers, Work Sharing, Relationship with supervisors, Opportunities for promotion,
9	2012	K. Chelladurai	Quality of work life and job satisfaction A study with reference to the faculty members of higher Educational institutions in Coimbatore district	Involvement in academic process, workplace values & environment, pay and benefits, teaching and learning, student support and Progression, research consultancy and Extension, work load, performance appraisal, support and recognition, infrastructure and facilities
10	2012	Tripta Kaur Grewal	Job satisfaction amongst the teachers of un-aided public schools: A case study of Punjab	Secular Thinking, Role of Health and Education in Nation Building, Perception about Moral Values, Pessimistic Thinking, Desire to Participate in Decision Making, Faith on Personal Competency, Political Awareness, Faith in Collective Approach, Faith in Democracy, Importance of Money
11	2011	Adeniji, Anthonia Adenike	Organizational Climate and Job Satisfaction among academic staff in some selected private universities in Southeast Nigeria	Appropriate administrative style, Support from superiors/ supervisors, Work load of staff, Feedback about performance, Co-workers and Clear lines of communication, Payment and Salary package, Promotional opportunities.
12	2011	Mosammod Mahamuda Parvin,	Factors affecting employee job satisfaction of pharmaceutical sector	Working Condition,

		M M Nurul Kabir		Pay and Promotion, Fairness, Job Security, Relation with Co-workers, Relation with Supervisor
13	2011	D.Sugumar	A study on the job satisfaction among the teaching faculty of self financing arts and science colleges affiliated to Bharathidasan University, Tiruchirappalli	Workplace Conditions, Compensation, Infrastructure, Professional Development, Student's Behaviour
14	2010	Drukpa, Sangay	job satisfaction of secondary school teachers in Thimphu district of Bhutan	Work, Income, Working condition, Self esteem, Policy and management, Intrinsic Reward, Interpersonal relation
15	2009	Ngimbudzi, Fredy Wilson	Job satisfaction among secondary school teachers in Tanzania: The Case of Njombe District	Job Characteristics (JC); Social Benefits; Meaningfulness of the Job (MJ); Support from Administration (SA); and Intention to Remain (IR).
16	2008	Ms. Rashmi Gupta	“Job Satisfaction at Work” ( A case study of the State Bank of India Employees of Jhansi District)	Achievement, Nature of work, Interest in the job, Visible results, Interpersonal relationship, Salary, Job Security, Responsibility, Recruitment Policy, Self Respect, Work Environment, Sense of belongingness, Performance, Recognition, Prestige attached to the job, Work group, Opportunity for advancement, Authority and Power, Management policy and achievements, Technical supervision, Personal life , Training and education, Freedom of expression, Freedom of association and personnel benefits.
17	2006	Shamima Tasnim	Job Satisfaction among Female Teachers: A study on primary schools in Bangladesh.	Social status, Job security, Academic qualification, Management Culture( in context of power distance), Supervision, Social Culture( in context of masculinity and femininity, Working Environment, Career prospect, Salary
18	2005	Karen S. Myers Giacometti	Factors Affecting Job Satisfaction and Retention of Beginning Teachers.	Compensation, Pre service Preparation, External Forces, School Culture, In service Training, Motivation to

				Teach, Emotional Factors
19	2004	Christina Sentovich	Teacher satisfaction in public, private, and charter schools: A multi-level analysis	Factors related to school problem, related to teaching, related to school policy, related to control in classroom over planning and teaching,
20	1986	Curtis L. Congo	A Study of Job Factors as Satisfiers and Dissatisfiers of Members of the National Association of Directors of Christian Education.	Job Factor For Satisfaction and dissatisfaction: Promotion, Challenging Assignments, Recognition, Relationship with the Senior Minister, Relationship with all Pastoral Staff, Senior Minister - Technical, Merit Increases, Achievement, Working Conditions, Responsibility, Job Security, Growth, Employee Benefits, Work Itself , Homelife, Work Group (Volunteers), Church Management Policies, Use of best Abilities

### CONCLUSION

Through an extensive review of literature, one thing comes to know that the evaluation of employee job satisfaction is a complex phenomenon as it involves many factors that are to be reckoned with. All the factors pertaining to the job have some role to play in the determination of employee satisfaction. The level of satisfaction also varies in accordance with different gender groups, income groups, age groups, educational level, category of employees, levels of management, marital status and work experience. Key organizational performance truly lies in employee's satisfaction in the work that they presently perform.

### REFERENCES

- [1]. Adenike. A.(2011). organizational climate and job satisfaction among academics in selected private universities in southeast Nigeria. Ph.D. Thesis in industrial relations and human resource management. Covenant University, OTA, Ogun state, Nigeria.
- [2]. Ayenew Birbirs, Z., Singh Jha, P. K., Muleta, G., Jemal, S., Gelashe, U., & Issa, I. (2015). The organizational climate factors that could predict the job satisfaction of academic staff of central and western Ethiopia public universities. *Zenith International Journal of Multidisciplinary Research*, 5(4), 2231–5780.
- [3]. Chelladurai, K .(2012).QUALITY OF WORK LIFE AND JOB SATISFACTION A Study with reference to the Faculty Members of Higher Educational institutions in Coimbatore District. DOCTOR OF PHILOSOPHY IN COMMERCE.
- [4]. Curtis, L. (1986). A Study of Job Factors as Satisfiers and Dissatisfiers of Members of the National Association of Directors of Christian Education.
- [5]. Drukpa, S. (2010). Job satisfaction of secondary school teachers in Thimphu district of Bhutan. Ph. D Thesis.
- [6]. Elqadri, Z., Priyono.(2015).The influence of organizational culture, Organizational Climate, and The promotion of the position Of Employee job satisfaction In Pt. Surabaya graphics media Temprina. Ph. D Thesis.
- [7]. Grewal,T.K.(2012).job satisfaction amongst the teachers of un-aided public schools: a case study of Punjab. Ph. D Thesis.
- [8]. Jayarani, P. (2012). A study on job satisfaction among the employees of Chennai port trust. Ph. D Thesis.
- [9]. Jyoti, J. (2013). Impact of Organizational Climate on Job Satisfaction , Job Commitment and Intention to Leave : An Empirical Model, 1(1).
- [10]. Nayak, B., & Studies, C. (2013). Employee Satisfaction Leveraging Employee Relations and Overall Job Satisfaction, 56–63.

- [11]. Ngimbudzi, F. W. (2009). Job satisfaction among secondary school teachers in tanzania : The Case of Njombe District Master ' s Thesis in Education Department of Educational Sciences Institute of Educational Leadership, 2–101.
- [12]. Nisha.(2014). Work performance , role stress ,organizational climate, organizational commitment and job satisfaction among teachers : a comparative study in selected management institutes in Haryana. Ph.D. Thesis in Management, Kurukhstra University.
- [13]. Parvin,M.M.Kabir,M.M.N(2011).factors affecting employee job satisfaction of pharmaceutical sector. Ph. D Thesis.
- [14]. Parson, S. R., & Twiford, T. W. (2005). Factors Affecting Job Satisfaction and Teacher Retention of Beginning Teachers.
- [15]. Sentovich, C. (2004). Teacher satisfaction in public , private , and charter schools : A multi-level analysis
- [16]. Sudha,C.M.Mary,A.(2012). A study on the job satisfaction of women employees in bpo industry (with reference to selected units in Chennai city). Ph. D Thesis.
- [17]. Sugumar, D.(2011).A study on the job satisfaction among the teaching faculty of self financing arts and science colleges affiliated to Bharathidasan university, Tiruchirappalli. Ph. D Thesis.
- [18]. Tasnim, S. (2006). Job Satisfaction among Female Teachers : A study on primary schools in Bangladesh .
- [19]. Usop, A. M. (2013). Work Performance and Job Satisfaction among Teachers, 3(5), 245–252.