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| By adding this to monetary incentive, small and mid-size companies can increase employee satisfaction by offering “ trust, friendly nature, compliance , not only this, but also testing their ability by giving tough work and also showing personal evolution”.(Archambeault et al.., 2009,para. 3). |



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| Archambeault et al..(2009) noted in Table 2 ,” open communication with co-workers and clear mindset are as effective in job satisfaction than salary satisfaction”.(para, 8). |



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| As the three component are the most crucial one to impact on job satisfaction ,” however, the satisfaction package also need to focus on other parts”.(Archambeault, Burgess, & David,2009, para, 9). |



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| Archambeault et al..(2009) noted in Table 1 “By putting some effort and some training , first-line and mid-level managers can have a significant impact on how to satisfy their employees”(para. 11). |



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| **Reference** 1  Archambeault, Burgess, Davis (2009) Instruction of job satisfaction , employee motivation and personal management, 88(3), 20-23. |