



Reading > Lesson 1: Factual/Negative Factual Questions > Exercise 1.2

FOCUS: Answering factual and negative factual questions about reading passages.

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DIRECTIONS: Read the following passage and the questions about it. Decide which of the choices best answers the question, and mark the answer.

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Job Satisfaction



Reading > Lesson 1: Factual/Negative Factual Questions > Exercise 1.2

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According to experts, many jobs are repetitive, boring, and unrewarding. Discontented employees can result in losses for companies. Job satisfaction is well worth cultivating because positive moods are associated with more cooperation, better performance, and more creative problem solving. To promote job satisfaction among workers, psychologists recommend two strategies: job enrichment and flextime.

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- 1 The author mentions that all of the following contribute to job satisfaction EXCEPT

- ☐ an opportunity to apply learned skills
- ☐ a chance to act as supervisor
- ☐ some room for earned promotions
- ☐ occasions to use individual judgment

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- 2 According to the author, what have experts observed?
- ☐ Unhappy employees are leaving the workforce.
 - ☐ Many jobs are not stimulating or fulfilling.
 - ☐ Many companies are not aware of the importance of job satisfaction.
 - ☐ Most strategies to enhance job satisfaction are not successful.

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3 What is an important advantage to applying job enrichment in the workforce?

- ☐ Employers gain a higher level of control in a company.
- ☐ Employees are less likely to demand salary increases.
- ☐ Families can be accommodated with a more flexible schedule.
- ☐ Workers experience fulfillment and gain greater knowledge.

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4 According to the passage, how are employees informed about growth relating to their occupation?

- ☐ They are given feedback regarding their work on a project.
- ☐ They are encouraged to use their own judgment.
- ☐ They receive monthly reports from a supervisor.
- ☐ They compare experiences with experiences.

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- 5 Why do companies want to encourage job satisfaction?
- ☐ Satisfied employees are willing to be flexible in their schedules.
 - ☐ Job satisfaction improves how workers perceive their job.
 - ☐ Job satisfaction gives employees more realistic expectations.
 - ☐ Workers who are content earn more money over time.

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6 According to the passage, what is true about a traditional time schedule?

- ☐ It requires a structure too rigid for many employees.
- ☐ It demands that employees arrive at work by 7:30 in the morning.
- ☐ It limits an employer's options in hiring decisions.
- ☐ It is a useful way for employees to earn higher salaries.

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7 Under the flextime option, a core work period is

- ☐ between 7:30 and 10:30 a.m.
- ☐ between 3:30 and 6:30 a.m.
- ☐ chosen by the employee
- ☐ determined by the employer

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8 Which of the following is NOT mentioned in the passage as an advantage of flextime?

- ☐ It allows employees to have a more adaptable work schedule.
- ☐ It increases productivity by enhancing worker perception of independence.
- ☐ It makes employees more willing to work extra hours.
- ☐ It helps workers build self-esteem and a positive outlook

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- 9 Flextime is designed to help all of the following individuals EXCEPT
- ☐ couples with children in child-care
 - ☐ city dwellers with a long commute
 - ☐ people with busy personal lives
 - ☐ supervisors who meet daily with employees

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10 Which factor affecting job satisfaction has nothing to do with work environment?

- ☐ A personal tendency to focus on positive things
- ☐ A flexible work schedule
- ☐ More direct feedback on projects
- ☐ Removal of some control and limits

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Flextime, or flexible working hours, is the second strategy. Traditional time schedules can be limiting. They also force many workers to fight daily with rush-hour traffic. The basic idea of flextime is that starting and quitting times can be adapted to a worker's needs as long as employees work during a core time period that is determined by the employer. For example, if the employer sets the core work time between 10:30 a.m. and 6:30 p.m., employees on flextime could arrive between 7:30 a.m. and 10:30 a.m. and depart between 3:30 p.m. and 6:30 p.m. Using this strategy improves worker confidence and optimism. Further, it seems to lower stress and increase feelings of independence, both of which increase productivity and job satisfaction.

Another benefit is that flextime is **family-friendly**. Parents working on a flexible schedule find it easier to coordinate their work and child-care responsibilities. When conflicts between work and private life decline, the number of days an employee is absent usually does too.

Although the use of these strategies can positively affect how employees view their work, job satisfaction is not entirely a matter of work conditions. In every office, there is often at least one constantly unhappy co-worker. In other words, workers don't leave their personalities at home. Happy people are usually happy at work and more likely to focus on what's good about their job rather than what's bad.