Job Satisfaction

Pleasurable emotional state resulting from the appraisal of one's job or job experiences. (How you feel about your job)

Values

Those things that people consciously or subconsciously want to seek or attain.

**Value-percept Theory**

Job satisfaction depends on whether you perceive that your job supplies the things that you value.

**Promotion Satisfaction**

Employees' feelings about the company's promotion policies and their execution.

**Supervision Satisfaction**

Employees' feelings about their boss, including whether the boss is competent, polite, and a good communicator.

**Coworker Satisfaction**

Employees' feelings about their fellow co-workers.

**Satisfaction with the work itself**

Employees' feelings about their actual work tasks, including if the work is challenging enough.

**Meaningfulness of work – the most significant**

1st psychological state, the degree to which work tasks are viewed as something that "counts" in the employee's system of philosophies and beliefs.

This has 3 states which include :

Responsibility for Outcomes

2nd psychological state. The degree to which employees feel like they're the drivers of the of the quality of a unit's work.

Knowledge of Results

The extent to which employees know how well they're doing.

**Job Characteristics Theory**

The central characteristics of intrinsically satisfying jobs.

**Variety**

Degree to which the job requires a number of different skills and talents.

**Identity**

Degree to which the job requires completing a whole, identifiable, piece of work from beginning to end.

**Significance**

Degree to which job has a substantial impact on the lives of other people.

**Autonomy**

is the degree to which the job provides freedom, independence, and discretion to the individual performing the work.

**Feedback**

Degree to which carrying out the activities required by the job provides employees with clear information about how well they're performing.

Knowledge and Skill

Growth Need Strength

Job Enrichment

Duties and responsibilities associated with the job are expanded to provide more variety, identity, autonomy, and so forth.

Job Crafting

Employees shape, mold, and redefine their jobs in a proactive way.

Moods

Moods are states of feeing that are often mild in intensity, last for an extended period of time, and are not explicitly directed at or caused by anything.

Pleasantness

Weather you feel in a good mood.

Activation

Flow

A state in which employees feel a total immersion in the task at hand, sometimes losing track of how much time has passed.

Affective Events Theory

Workplace events can generate affective reactions, that then can go on to influence work attitudes and behaviors.

Emotions

States of feeling that are often intense, last for only a few minutes and are clearly directed at someone or something.

Positive Emotions

Joy, pride, relief, hope, love, compassion.

Negative Emotions

Anger Anxiety, fear, Guilt, Shame, Sadness, Envy, Disgust.

Emotional Labor

Need to manage emotions to complete job duties successfully.

Emotional Contagion

One person can catch or be infected by the emotions of another.

Life Satisfaction

Degree to which employees feel a sense of happiness with their lives.

VISAF

Variety, Identity, Siginficance, Autonomy, Feedback.