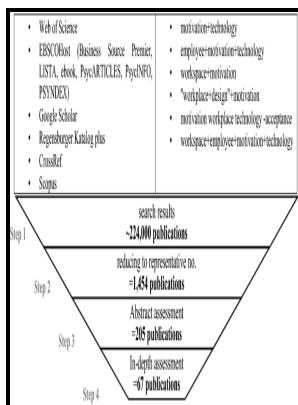


# Herzberg revisited - an examination of the role of motivators and hygiene factors in job satisfaction.

University of Wolverhampton - Fountain Essays



Description: -

-Herzberg revisited - an examination of the role of motivators and hygiene factors in job satisfaction.

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Several questions or statements are provided relating to different aspects of the job such as, pay, work activities, working conditions and career prospects , but combines them to provide an overall score. Findings revealed that demographic variables and scores on the five commonly used personality traits including, openness, conscientiousness, extraversion, agreeableness, and neuroticism together accounted for a significant portion of job satisfaction.

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Instead job satisfaction is typically examined as a consequence of. This is commonly found in large surveys, such as: the US National Longitudinal Survey. Similarly, investigations into the link between the five factor model of personality and job satisfaction revealed neuroticism, conscientiousness and extraversion to have a moderate relationships with job satisfaction.

## Solution Essays

Five key job characteristics: skill variety, task identity, task significance, autonomy and feedback, influence three psychological states Figure 3.

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