

# ORGANIZATIONAL BEHAVIOUR



JOB SATISFACTION

# JOB SATISFACTION



- ❖ It is the integral component of organization.
- ❖ It is also an important element in Management employee relationship.

# Definition Of Job Satisfaction

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“Job satisfaction will be defined as the amount of overall positive affect that individual have towards their jobs.”

-KEITH DAVIS

# Determinants Of Job Satisfaction

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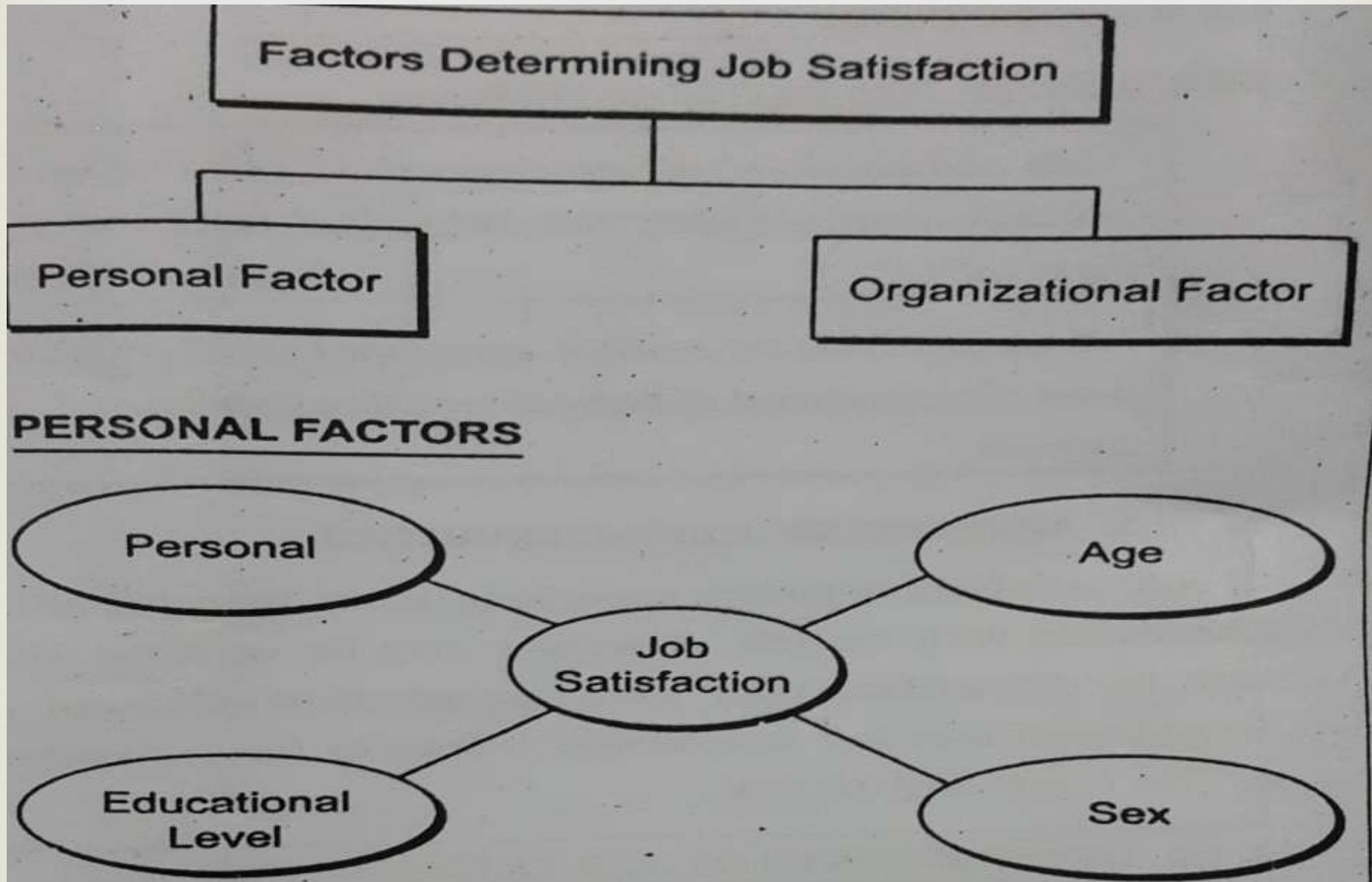
## ❧ PERSONAL FACTORS.

- Age
- Education
- Gender.

## ❧ ORGANIZATIONAL FACTORS.

- Supervision
- The Work Group
- Occupational Level
- Job Content
- Pay And Promotion
- Security Of Job

# CLASSIFICATION OF JOB SATISFACTION



# AGE



- ✧ Age group between twenties and thirties are energetic person.
- ✧ Resistant to change.
- ✧ Arise of Ego problems.

# GENDER



- ❧ As defined by the words of Charles, investigators found that there is no significant difference in job satisfaction.
- ❧ Both male and female are equally affected.
- ❧ Factors affecting job satisfaction in terms of gender difference are Wages, prestige and supervisory positions.

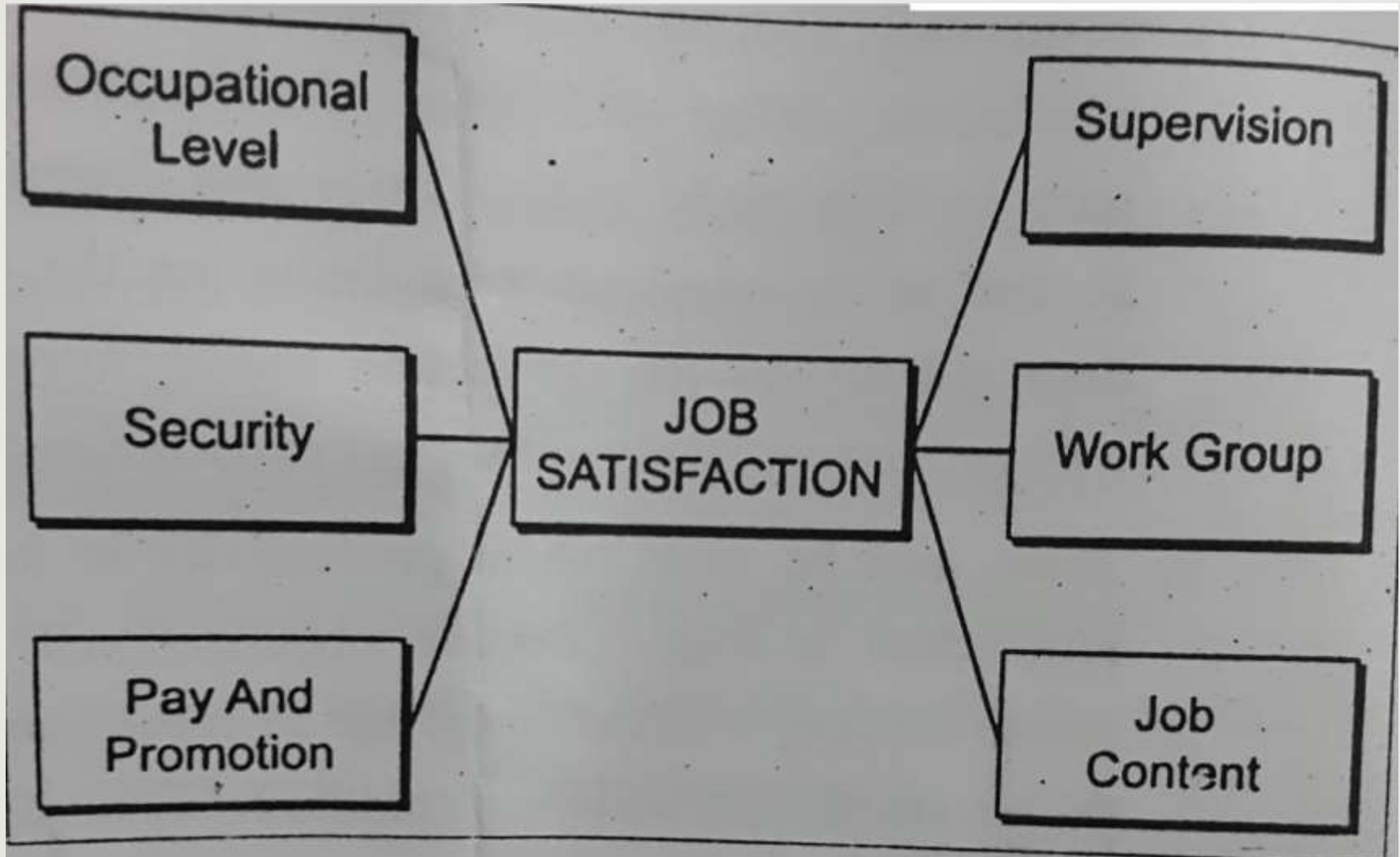
# EDUCATION



- ❧ Highly educated people have a tendency to get higher expectation about their jobs.
- ❧ Dissatisfaction will be more when educated person are employed in lower ranks.
- ❧ This problem is faced by many peoples in under developed and developing countries.



# CLASSIFICATION BASED ON ORGANIZATION FACTOR



# SUPERVISION



❧ Can be classified as

❧ Employee centered

❧ Production Oriented.

❧ **EMPLOYEE CENTERED**

Looks after subordinates carefully, displays friendship respect and warmth etc., towards employee.

❧ **PRODUCTION ORIENTED**

Gives Job dissatisfaction to employees and led to decrease in turnover of a company.

# WORK GROUP



- ❧ Isolated workers are more prone to dislike his job.
- ❧ The amount of satisfaction is based on to which extend a person is having a formal relationship within his work group.

# OCCUPATIONAL LEVEL

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- ❧ Higher level of job greater will be the job satisfaction.
- ❧ Professional people receive greater job satisfaction.
- ❧ Factory Workers are the least satisfied persons.

# JOB CONTENT



- ❧ Greater variation in job content, greater will be the satisfaction.
- ❧ Job content factors that influence job Satisfaction.
  - ❖ Security
  - ❖ Supervision
  - ❖ Social Relationships.

# PAY AND PROMOTION

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- ❧ Positive aspects of job satisfaction.
- ❧ They are related with Occupational level and Social prestige.
- ❧ With each promotion a person will be satisfied and vice-versa.

# SECURITY OF JOB



- ❧ Important factor that determines the satisfaction of a person.
- ❧ A person will be satisfied if he possesses a secured job.
- ❧ Permanent Workers will be satisfied but not the temporary workers in a company.

**THANK  
YOU**