

## TEST 3, WRITING TASK 2

### MODEL ANSWER

This model has been prepared by an examiner as an example of a very good answer. However, please note that this is just one example out of many possible approaches.

Nowadays many adults have full-time jobs and the proportion of their lives spent doing such jobs is very high. So feelings about one's job must reflect how an individual feels about his or her life as a whole, and because of this, job satisfaction is indeed very important for the wellbeing of that person.

Employees get job satisfaction in a number of ways. Firstly, a person needs to feel that they are doing valued and valuable work, so positive feedback from superiors is very important in this respect. A sense of fulfilment is also encouraged if a worker feels the job is worth doing because it contributes to the society or the economy as a whole. Secondly, when someone feels they are improving or developing their skills through training opportunities, for example, then there is a sense of progression and purpose that rewards a worker. The sense of belonging to a team, a working community also contributes to job satisfaction. Colleagues can help each other to enjoy their working lives. Satisfaction is also increased by a sense of responsibility for and loyalty to a team.

Of course not everyone enjoys their work. Hard economic realities mean that many people have little choice in the kind of job they can get. In some cases an employee is working in a job that suits neither their skills nor their personality. Some jobs are repetitive and boring, and labour relations may be poor and lead to resentment and insecurity rather than to job satisfaction.

However, even though it is unlikely that all workers do feel happy in their work, I think it is not unrealistic to promote more job satisfaction in any job. If the factors identified above are implemented, then any job can be improved and more workers can feel greater degrees of job satisfaction.