

Kazakh Ablai Khan University of International Relations and World Languages



Theme: *“Job Satisfaction and its importance in the
workplace”*

Checked by:

Done by: IR. 301-group.

Anuarbekova Karina

Zheken Akdana

Mairambek Moldir

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The Plan:

- I. Introduction;
- II. The main part;
 1. Job Satisfaction;
 2. Ways of measuring Job Satisfaction;
 3. Types of Job Satisfaction;
 4. Job Satisfaction factors;
 5. Factors of Workplace Satisfaction;
 6. Importance of Job Satisfaction;
- III. Conclusion;
- IV. Literature;

I ♥
MY JOB



Job satisfaction describes how happy an individual is with his or her job. The happier people are within their job, the more satisfied they are said to be. Logic would dictate that the most satisfied (“happy”) workers should be the best performers and vice versa. Job satisfaction can simply be defined as the feelings of people have about their jobs. It has been specifically defined as an affective reaction of a person to one’s job or an attitude towards the job.



- job satisfaction refers to how well a job provides fulfillment of a need or want, or how well it serves as a source or means of enjoyment.
- Job satisfaction is the degree to which individuals feel positively or negatively about their jobs.



- Single global rating method- refers to that approach where individuals are asked to respond to a single question.
- Summation score method- is an approach where individuals indicate their feelings regarding each key factors of their job.



Two types of job satisfaction

Intrinsic job satisfaction:

Employees consider "the kind of work they do" (daily tasks)

Extrinsic job satisfaction:

Employees consider the "conditions of work" (managers, pay, coworkers, etc.)

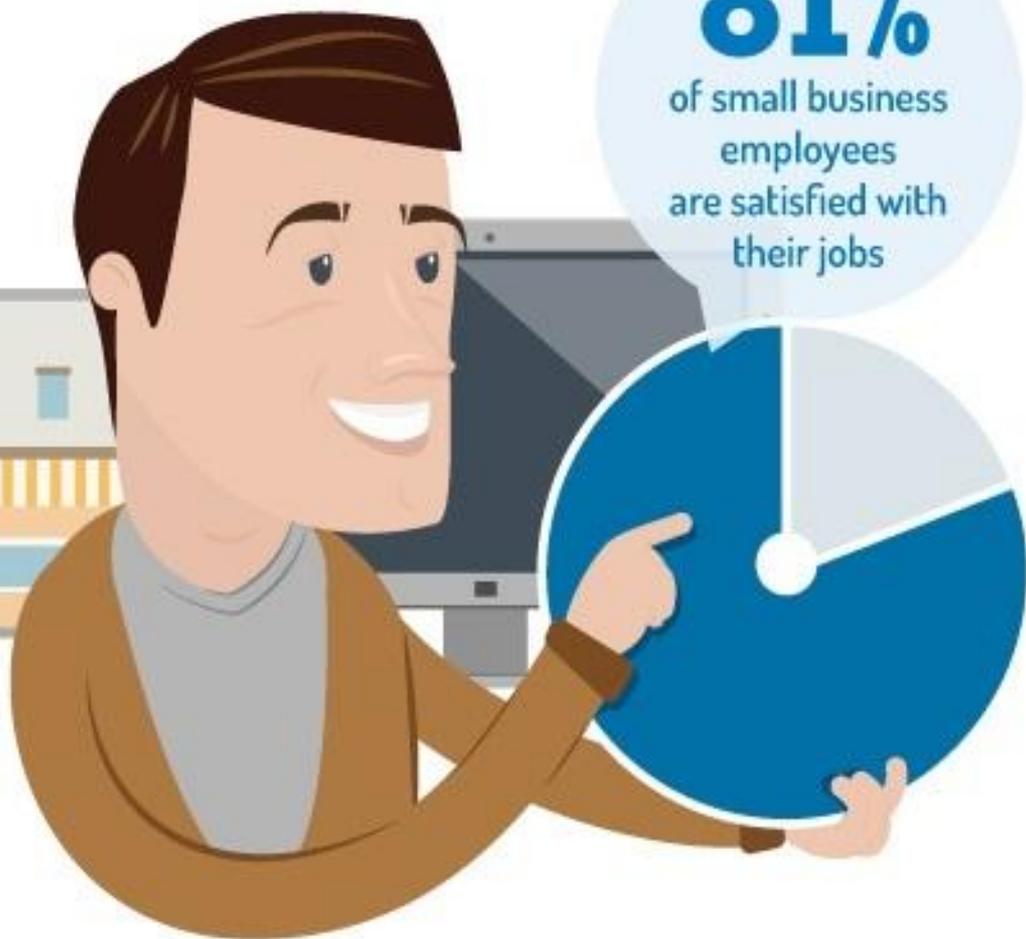
Overall job satisfaction is achieved with the combination of the two

JOB SATISFACTION

Are small business employees satisfied with their jobs?

81%

of small business employees are satisfied with their jobs



On average, employees reported working **44 hours a week** at their main job

Job Satisfaction

**positive
attitude**

**self
awareness**

**balanced
lifestyle**

**knowing
your
options**

challenge

variety

**a sense
of
purpose**



Job satisfaction



Flexibility: work/life



Satisfactory salary



Job security



Work itself



Career advancement



Working conditions

Factors of Workplace Satisfaction

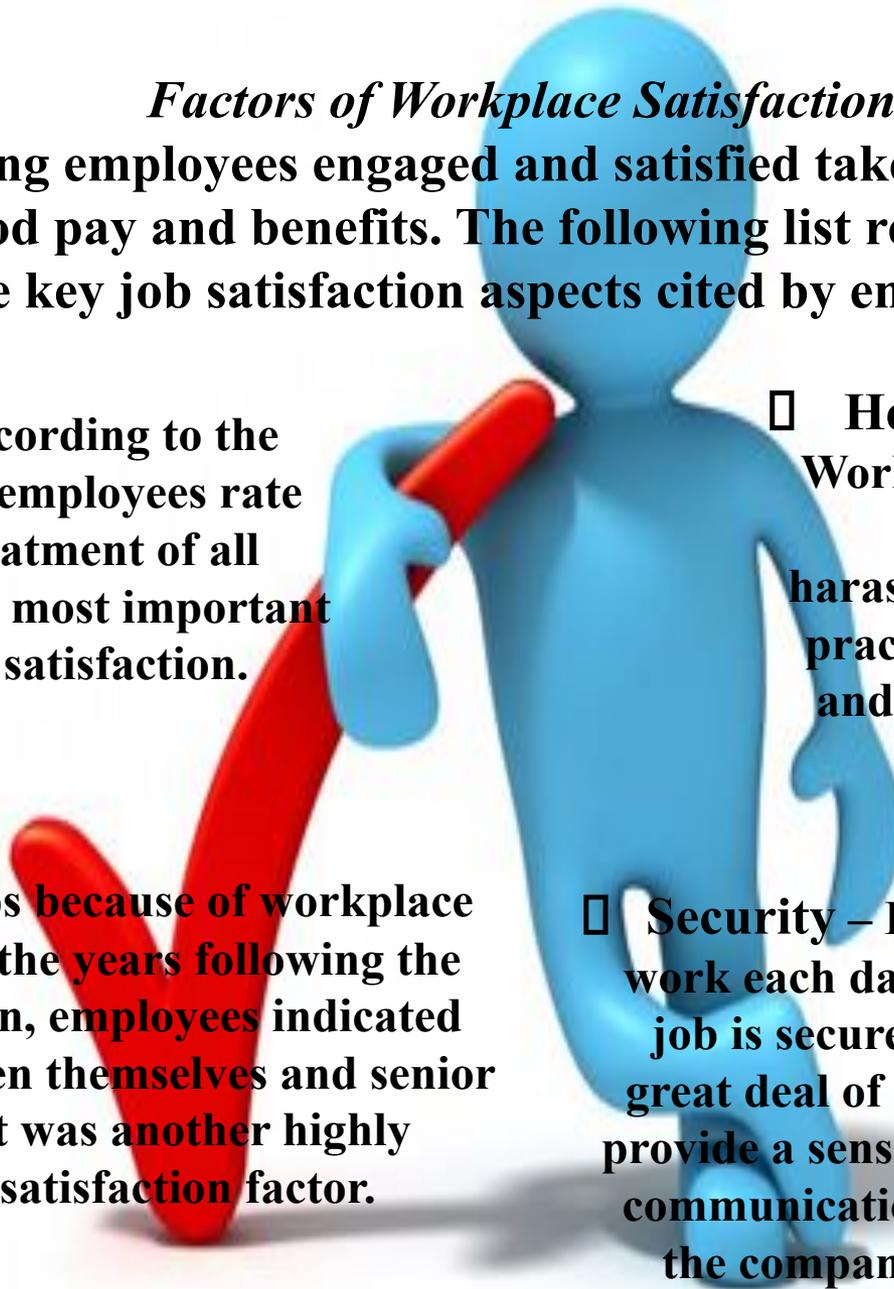
Keeping employees engaged and satisfied takes more than just good pay and benefits. The following list reveals some of the key job satisfaction aspects cited by employees:

□ **Respect** – According to the SHRM report, employees rate respectful treatment of all employees as the most important factor in job satisfaction.

□ **Trust** – Perhaps because of workplace uncertainty in the years following the Great Recession, employees indicated that trust between themselves and senior management was another highly important satisfaction factor.

□ **Healthy Environment** – Workplaces that are free from stress, morale issues, harassment and discriminatory practices can create a positive and healthy environment for everyone.

□ **Security** – If you've ever had to go to work each day wondering whether your job is secure, you know it can cause a great deal of anxiety. Organizations can provide a sense of security through honest communication and transparency about the company's health and long-term viability.



Importance of Job Satisfaction

There is little doubt that great employees are an organization's number one resource. Keeping workers happy helps strengthen a company in many ways, including:

- ❖ **Lower Turnover** – Turnover can be one of the highest costs attributed to the HR department. Retaining workers helps create a better environment, and makes it easier to recruit quality talent and save money.
- ❖ **Higher Productivity** – Irrespective of job title and pay grade, employees who report high job satisfaction tend to achieve higher productivity.



I ♥ my job

- ❖ **Increased Profits** – Keeping employees safe and satisfied can lead to higher sales, lower costs and a stronger bottom line.

Literature:

- ✓ https://en.wikipedia.org/wiki/Job_satisfaction
- ✓ <https://www.villanovau.com/resources/hr/importance-of-job-satisfaction-in-the-workplace/#.WunvLO-FPMw>
- ✓ <https://study.com/academy/lesson/what-is-job-satisfaction-definition-causes-and-factors.html>
- ✓ <https://chopra.com/articles/5-key-factors-to-finding-job-satisfaction>

THANK YOU FOR



YOUR ATTENTION