

Qy Job Satisfaction

The term 'job' commonly used in the context of human behaviour of work. Job satisfaction describes how content an individual is with his or her job. The happier people are with their job, the more satisfied they are said to be. Job satisfaction is not the same as motivation, although it is closely linked. Job satisfaction is a very important attribute which is frequently measured by organizations.

Definitions of job satisfactions

According to Feldman and Arnold

Job satisfaction is the amount of overall positive effect or feelings that individuals have towards their jobs.

NATURE OF MOTIVATION

- Unending process
- A psychological concept
- The whole individual is motivated
- Motivation may be financial or non-financial
- Frustrated man cannot be motivated
- Goals are motivators
- Unifying forces
- Motivation can be positive or negative
- Motivation and job satisfaction are different

IMPORTANCE OF MOTIVATION

- ➡ It leads to high level performance of an organization
- ➡ A motivated employee stays in the organization more and their absenteeism is quite low
- ➡ Willingness of employee to work hard
- ➡ Drives to the best result to the Goals
- ➡ Helpful in building good labor relation
- ➡ Improvement of skill and knowledge
- ➡ Is important tool of Management
- ➡ Improves relation between Manager and employees
- ➡ Decreases wastage and accidents