



## Job Satisfaction: Some Issues and Challenges

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### *Abstract*

*Job satisfaction is one of the most complex areas that the managers are facing now days especially when it comes to managing their employee. Many research studies have been conducted to find out the ways to improve the satisfaction level of the employees. This study aims to highlight the issues and challenges faced by the organizations for the job satisfaction of their employees. To fulfill the above said objective secondary data has been used, that is collected from various magazines, journals, newspapers; internet and research papers for the research purpose. The study highlighted that job satisfaction is must for lowering the stress of employees because the organization will grow only when its employees are happy and satisfied with their work otherwise it will leads to the problems like high financial cost, productivity losses and workflow interruptions, poor service quality, loss of business opportunities, administrative problems, negative image of the organization etc.*

**Key Words:** *Job Satisfaction, Organization, Stress, Intriguing Work, Incentives and Rewards.*

### **Introduction**

Job is an imperative part of a person's life and it possesses a lot of individual's time as compared to other activities. Satisfaction is the joy felt after a need is satisfied. One would assume a man is fulfilled when his or her desires or wants or prerequisites have been met. Job satisfaction describes to what extent the employee is happy with his/her job. Today, organizations sees Job Satisfaction as a critical subject which is given due importance by the higher official and policy makers of the organizations. Employees are the focal point of any organization with the help of which an organization is able to achieve its objectives. Thus, satisfying the need of employees has become the focal point of any organization. It is an important issue these days when organizations are facing a lot of issues and difficulties i.e. organizational performance,



Job satisfaction represents one of the most complex areas facing today's managers when it comes to managing their employee. Many researches have been conducted to find out the ways to improve the satisfaction level of the employees. Earlier the satisfaction level of employees was immaterial to the organization as their focus was only on the productivity level and profit earned by the organization. Money isn't the primary driver source of satisfaction. At the point when employees spend a larger part of their waking hours in the work environment, they require more than paycheck to fulfill them. Utilizing their abilities, connecting with them in challenging avenues, offering impetuses, and making an agreeable and conscious condition with low pressure are among the reasons why employees will be happy to come every day to and helps in achieving the aims of the organization. As the economy continued to improve over the last several years, respectful treatment of employees remained the leading job satisfaction contributor; however, employees have shifted their focus slightly to other aspects of the job such as compensation and benefits. This change in workers' attitudes is not unexpected after a period of neglected salary raises and bonuses, health care premium increases and reductions in employee benefits. Employees may now be in a better position and feel more confident in exploring employment opportunities, as indicated by their motives to leave an organization and the declining importance of job security over the last couple of years.

### **Organization Culture**

At the point when employees like their colleagues and discover shared traits among their associates and managers, they have a tendency to be more fulfilled at work. At the point when employees connect with colleagues and create individual connections they typically are more joyful at work. Overall satisfaction of the employees increases when they share cordial relation with their direct supervisors. Employers should search for employees with similar background or the one who will be able to adjust with the existing staff.

### **Intriguing Work**

Employees are most fulfilled when they discover their work intriguing. Having the capacity to hold a specific measure of self-governance enables laborers to build up their own particular difficulties and discover approaches to beat hindrances, prompting an all the more fulfilling work



involvement. Difficulties and assorted variety in the monotonous routine additionally keep work intriguing. While the idea of particular occupations may not ordinarily prompt an assorted workday, effective supervisors should search for approaches to expand challenges for specialists and shift their day by day schedules to

### **Incentives and Rewards**

While money may not generally be an employee's prime purpose behind job satisfaction but the motivations that comes with rewards and increases in salary enables an employee overcome obstacles and find satisfaction and peace at their work. When employees gets reward for their achievements they feel motivated to work for the betterment of the organization. Stock options and profit sharing can provide employees with a feeling of ownership in the company and offer increasing satisfaction when the results of their work show up in a check.

### **Low Stress**

Employees who feel continuous pressure and strain to perform at work may create indifference, weakness, muscle pressure, migraines and hypertension. Job satisfaction increases when employees can appreciate a tranquil situation in which they know they're valued and they're not in dread of losing their jobs on the off chance that they commit an error. The organization will grow only when its employees are happy and satisfied with their work otherwise it will lead to:

- High Financial Cost
- Survival problems
- Productivity losses and workflow interruptions
- Poor service quality
- Loss of Expertise
- Loss of Business Opportunities
- Administrative Problems
- Negative Image of the organization



Thus it becomes very important for the management of an organization to assess the satisfaction level of the employees and to see the possible ways to improve it. Job satisfaction consists of a set of factors both internally as well as externally that leads to the satisfaction level of the employees.

When an employee is hired in the organization, he/she brings a lot of expectations and desires which, if fulfilled, leads to satisfaction and if not then it leads to dissatisfaction among the employees. Job satisfaction is the key ingredient that leads to increase in income, promotion, productivity, efficiency, effectiveness and a feeling of fulfillment. High job satisfaction is a sign of good mental state of employees. Job satisfaction brings loyalty on the part of employee. He/she remains focused on the goals and objectives of the organization and works for its accomplishment. If an employee remains committed to the work and organization, then the job turnover ratio and absenteeism tend to reduce. He/ she will be flexible in the operations and will be able to adapt with the changing demands and expectations of the workplace. Job satisfaction brings an eagerness on the part of employees to learn new skills to compete in the market. If an employee is satisfied with the work and the organization in which he/she is working then they are not like to face the stress that arises due to work –life pressures. Thus, it is important for the organization to focus on the satisfaction level of the employee so that it will be able to attract and retain the talented pool in the organization itself.

The organization should try to retain the employees in the organization, as it will reduce the time, effort and money spent on training of new employees. The retention of the employees can be done in three steps: Firstly the organization should identify the cost related with job turnover, and then the management of the organization should try to find out the reason of why the employees are leaving the organization. Then lastly the management should develop and implement the retention strategies in order to retain the best talented pool in the organization itself.

An employee looks for the following opportunities being provided by the organization:

- The nature of work
- Attitude of the supervisor



- Compensation and benefits
- Relation with co-workers
- Opportunities for promotion

Job satisfaction represents one of the most complex areas being faced by today's managers when it comes to managing their employees. Thus, it is essential on the part of management to provide an environment to its employees where they will be able to work in a cooperative manner. Increasing the satisfaction level of the employee has positive impact on the efficiency, effectiveness and productivity of the organization. If the employees of an organization are satisfied with their work then it improves the motivational level of the employees to work for the betterment of the organization.

It doesn't require extra effort to keep employees happy. They need to feel trust and loyalty, while working in a comfortable and safe environment with a good package and chances to progress. At the point when your organization creates approaches to convey on these critical variables, it can satisfy its employees and help in building a more grounded, more steady and fruitful future.

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