

9 PSYCHOLOGICAL FACTORS OF JOB SATISFACTION

Job satisfaction is important, It not only enhances our work performance but also has a significant effect on our happiness and quality of life. Below are 9 Psychological factors that contribute to our satisfaction at work



MONEY
ACHIEVEMENT
FEEDBACK
RECOGNITION

TRUST
WORKLIFE BALANCE
JOB SECURITY

WORKING ENVIRONMENT
CONTROL

- 1** What makes a respectful working environment? Although not exhaustive, some key elements include the promotion of personal integrity professionalism and which practises fairness and understanding. It is one which demonstrates respect for individual rights and differences and encourages accountability for one's actions. Respectful workplaces don't just happen, they are carefully planned and developed.
- 2** In short, trust is a fragile commodity in management, yet an exceedingly valuable one. It can make all the difference between an employee who is emotionally committed engaged and highly productive, within a company and one who is disengaged or even destructive.
- 3** In order to be satisfied at work it is important to have a perception of fair pay. The greater the difference between what you think you should earn and what you actually earn, the less satisfied you'll be. If you perceive that other people doing similar jobs are paid at a similar level to you then you're more likely to be satisfied with your job than if you think they are better remunerated than you.
- 4** Understanding our worth and contribution at work is important People tend to feel more satisfied with their job if they have a sense of the contribution they are making to the bigger picture. In some jobs achievements are clear, but in others they are more ambiguous. Working as a "small cog in a large complex machine" can make it difficult to define our personal contribution.
- 5** Lacking the opportunity to climb the career ladder is another cause of job dissatisfaction. Clearly, it is important to understand that not everyone wants to move up the ladder. However, for those who do, if the company does not afford them the opportunity for growth, it is likely they will become disenchanted and subsequently dissatisfied with their job.
- 6** Although receiving negative feedback can be painful, at least it directs you to where improvements can be made. Conversely, positive feedback can often make measurable difference to how satisfied people feel.

- 7** So how am I doing? When it comes to job satisfaction understanding our own performance is important. There is nothing worse than not knowing if you are achieving or exceeding expectations.
- 8** A sense of Security of employment and confidence in your organisation's future is important to our job satisfaction as these factors directly effect our ability to meet our financial obligations. research shows that an employee's sense of job security is related to whether or not they trust the leaders in the organisation. To engender trust, leaders need to show consideration for the morale, welfare and well-being of their team.
- 9** The more control people perceive in how they carry out their job, the more satisfaction they experience. If people aren't given some control, they will attempt to take it. Psychologists have found that people who work in jobs where they have little latitude find their work stressful and unsatisfying.

CHOOSE WISELY!

Failure to consider job satisfaction while selecting a position can lead to working within the wrong job in toxic environment. It is extremely important to assess your qualities, strengths and skills and identify a job that makes the best use of these attributes.

Feeling good about your job can only help to make you more comfortable and productive, and open to opportunity for growth. If you take some time to look at past work experience, understand you will be that much closer to finding the right job, the right fit.