

JOB SATISFACTION AND DEVELOPMENT PROCESS

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Abstract: In today's world, job satisfaction is important all over the world in terms of employees and enterprises. While job satisfaction is realized in the employees, there is a dissatisfaction, too. Job satisfaction varies in recent years due to the improvement of working conditions. Reducing existing job dissatisfaction may be possible by improving working conditions, and employee wages have a significant impact on human psychology. First of all, improvement of wages will be provided by the employee making the desired profession. In order to ensure a high level of employee satisfaction, businesses (managers) have important responsibilities. There are many studies on job satisfaction. Job satisfaction will increase the happiness of the individual. Therefore, it will increase the productivity of the successful business enterprise. Thus, the enterprises will reach their target quickly.

Keywords: job satisfaction, productivity, status in the world

INTRODUCTION

According to Spector (1997), «job satisfaction constitutes an attitudinal variable that measures how a person feels about his or her job, including different facets of the job» (Msuya, 2016, p.9).

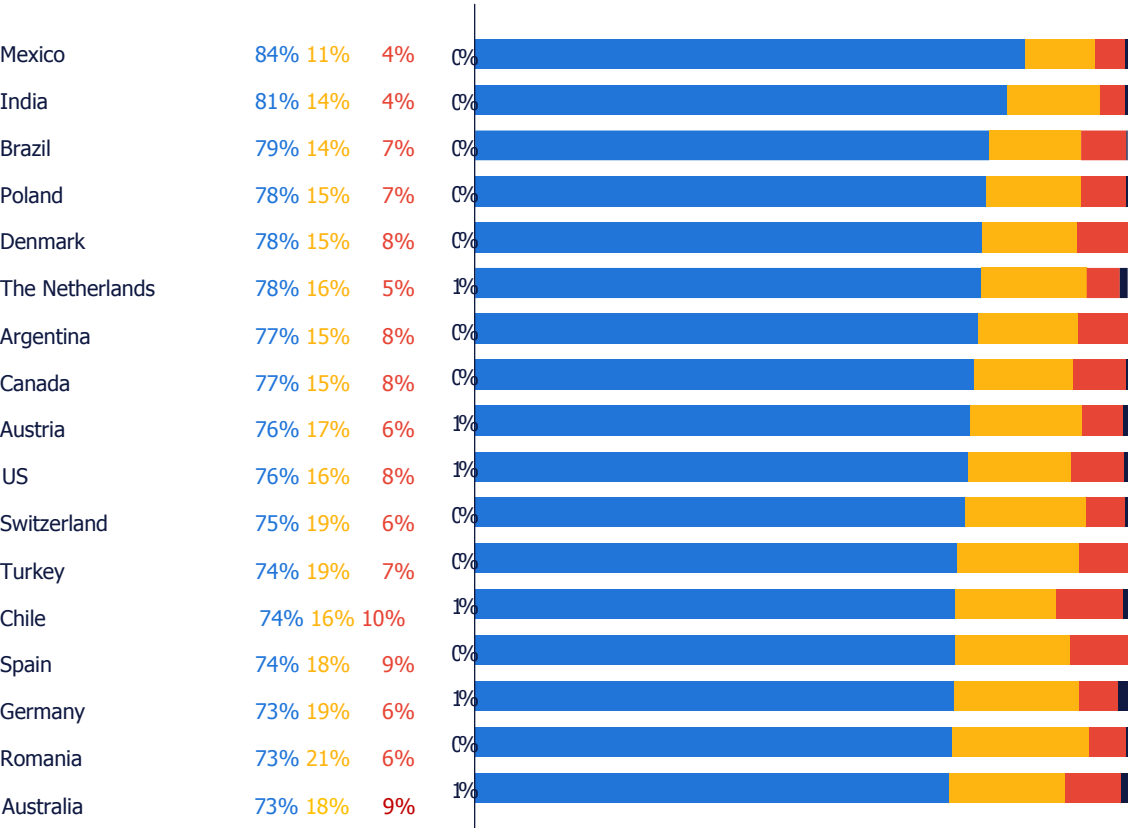
Job satisfaction causes a number of effects on various aspects of organizational life, while it is an important factor in the efficiency of the company (Luthans, 1998, as cited in Aziri, 2011, p.84).

There is a limited number of studies investigating the content of job satisfaction studies. However, there is a considerable accumulation of important degrees in the world on job satisfaction as a subject of academic research and study (Aksaraylı, 2014, p.774).

Between 2008-2012 in Turkey it was determined to be a total number of 292 post-graduate studies at the universities. 253 of these studies are masters and 39 of them are doctoral studies. 88 studies with the highest number of graduate studies in 2010 In 2011, 12 studies were conducted with the highest number of doctoral dissertations (Aksaraylı, 2014).

He has stated that, it was determined that job satisfaction increased every year starting from 2006, more than 50% of employees were satisfied with their jobs in general and they were satisfied with their working conditions. In this situation, we understand that the enterprises give more importance to the working needs and working environments. In order to ensure employee motivation, the opportunities should be more effective and the working conditions will be improved and the market will be mobilized although a big market has been created by providing the necessary conditions for both the company and the employee (Zapolskaya, 2015).

Global report randstad workmonitor Q4 2018, p.34



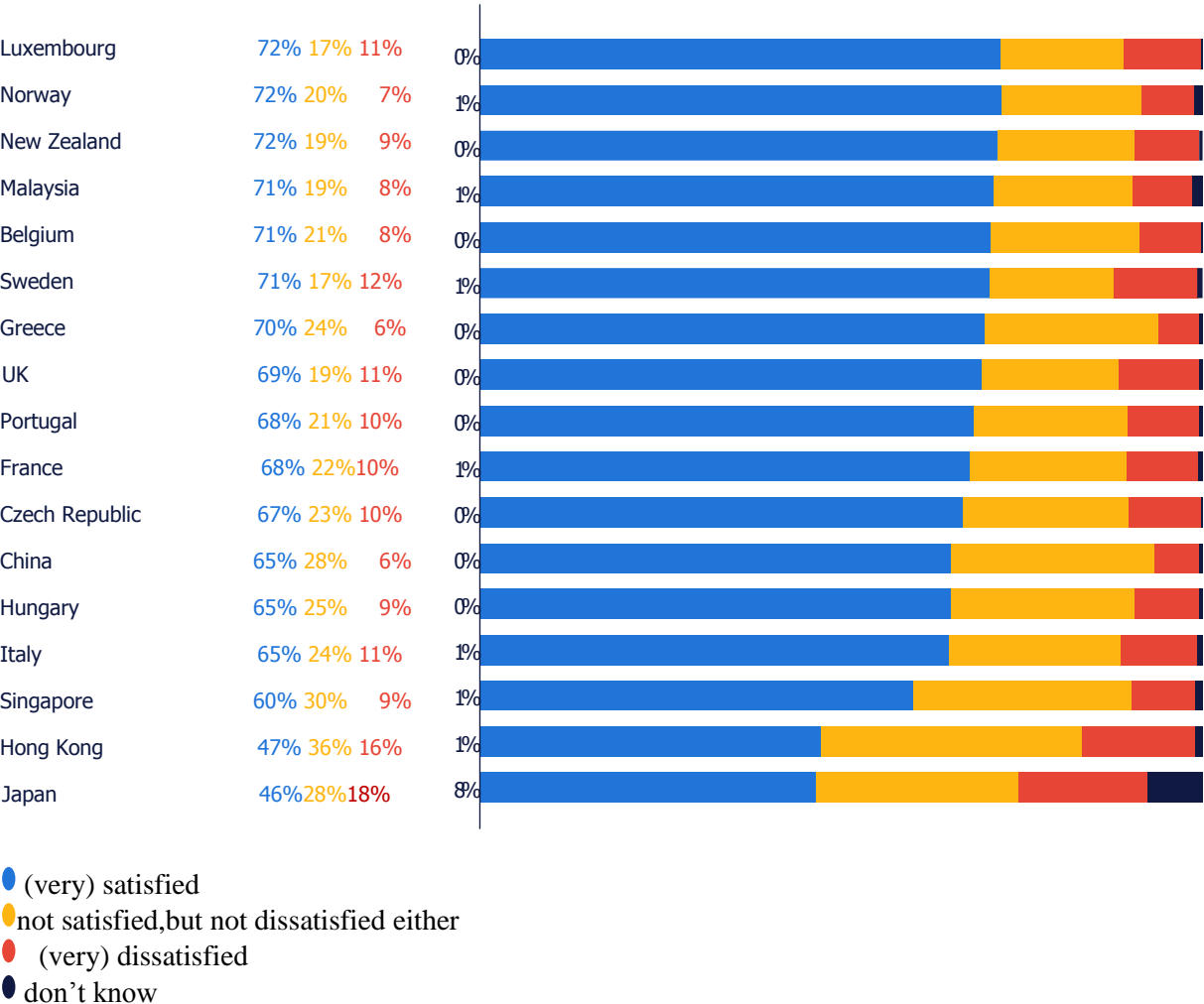
“job satisfaction increased in Australia, Canada, Germany, Hungary, New Zealand and Turkey. job satisfaction decreased in China, Norway and US compared to last quarter.”
 Global report randstad work monitor Q4 2018, p.34

- (very) satisfied
- not satisfied, but not dissatisfied either
- (very) dissatisfied
- don't know

F. 1: Global report randstad workmonitor Q4 2018, p.34

The existence of factors affecting job satisfaction should not be forgotten. Past experiences have significant influence, such as age, gender, experience, marital status, educational status, duration of service. At the same time, it is worth remembering that every person has his own ideal job. Job satisfaction statistics in the world show that employers have a lot to do in favor of their employees. For example, wage increase, rewarding.

When proposing a job, not only your needs for the employee, but also the obligatory and luxurious needs of the employee should be taken into consideration. This is an inevitable reality for the career opportunities in the workplace and for the development of career and professional personality in their field. In fact, job satisfaction affects the performance of the company and affects labor productivity (Zapolskaya, 2015).



F.2: Global report randstad workmonitor Q4 2018, p.35

As seen above, there are differences in the rates of job satisfaction among countries.

CONCLUSION

Job satisfaction in the world is important for countries, but we see a rapid change in countries. Job satisfaction, which we consider as material and spiritual happiness that the employee has obtained in return for the labor he has spent, is seen as efficiency in terms of enterprises.

The effects of the business continuity are important for the employees, businesses and the social. The happiness of the working individual depending on the external factors related to his / her work and also affects the motivation of the employee's job satisfaction and career development. This situation will increase the efficiency of the enterprises as a result of the increase of the performance of the working individuals and ensure that the enterprises reach their goals better (Cerev, 2018, p.108).

Let's not forget that the happy society creates the happy world.

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