“IMPACT OF WORKING ENVIRONMENT ON JOB SATISFACTION”

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Does it really make a big difference to a company whether an employee “wants to” stay or “has to” stay? Yes, because there might be a variable that may affects employee’s determination to continue or terminate.

Satisfaction in the workplace has played a dominant role of obtaining positive work in the business environment. An employee tends to be more effective and productive towards better performance which lead to attaining the goal of the organization. When an employees are being fulfilled and contented in their job roles they seem to stay longer in the company. However, if they are not fulfilled with the task given to them, they are being doubtful about their capability, workplace conditions, relationships with co-workers and supervisors which may result to feel them distinct from the organization.

Working environment plays a big part in satisfying employees job satisfaction. Once employees realize that they are being appreciated and important, they will surely have a high level of commitment to work and a sense of ownership for their organization. Salaries, working hours, organizational structure and communication between employees and management are different factors which may affect job satisfaction.

Some issues encountered by employees are problems with their supervisor who is not giving respect they deserve. They are likely being harsh to their employees, which make them feel uncomfortable and unmotivated. Another issue, maybe the relationship with the co-worker who has an unpleasant behavior. It could be crucial for the company to accomplish the organizational goal without a cooperation and teamwork.
of the people within the organization. That is why it is important that proper communication should be done for the success and satisfaction of everyone and also the management.

An environment where employees feels to be part of making decision, well compensated salary, acceptable working hours, less work load, good relationship with co-workers and supportive management may lead to high level of job satisfaction which more likely to get high productivity which benefiting business in the long run.

References:

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