JOB SATISFACTION

by:
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Job satisfaction is an essential aspect of an employee's physical and mental well-being. It is a predictor of work behaviors and a measure of how employees feel about their jobs. Understanding the factors that influence job satisfaction is critical for increasing employee satisfaction. Teachers' job satisfaction is an essential factor in their motivation, success, and retention. It's a necessary part of getting a good education. Job happiness is a crucial component that influences workers' physical and emotional health. It is a predictor of work behavior and a measure of how employees feel about their jobs. It's critical to understand the factors that influence job satisfaction. Several aspects influence job satisfaction, including the nature of one's relationship with their bosses, employers, and managers, the quality of one's interaction with their work environment, and the degree of fulfillment. Practically speaking, every job will provide some level of completion. The degree to which people perceive work satisfaction varies, and the reason for this discrepancy is due to the nature of the work that certain workers do (Gandhi, 2017, Zidle, 2012, and Persevica, 2011). Several studies have found that satisfaction desire to stay in schools that provide a favorable environment. To put it another way, job satisfaction aids in recruiting teachers (Skaalvik & Skaalvik, 2011). Schools should address teachers' needs by creating a supportive work environment to promote teacher performance, engagement, and dedication to their jobs. The mental stress concerning teacher job happiness is a significant issue nowadays. Researchers looked into various topics related to teacher recruitment, retention, and turnover throughout this time. Increased stress, unsafe working conditions, poor leadership, and low compensation.

According to De Simone, Cicotto, and Lampis (2016), are essential research areas when looking at teacher retention. When teachers are exposed to prolonged pressures,
Zimbardo (2010) discovered that they could develop unfavorable attitudes toward work and burnout. According to Shapira-Lishchinsky (2010), teachers who participate in withdrawal behaviors such as absenteeism, tardiness, and the intention to quit do so to cope with the unpleasant aspects of their jobs. Finally, Aldridge and Fraser (2016) show that elements in the school (organizational) environment, such as insufficient budget or a lack of leadership, contribute significantly to teachers' self-efficacy.

Job tension is a concept used by Kaur (2011) to characterize chronic stress related to one's place of employment. The stress could be related to the job's responsibilities or induced by events based on company culture or personality conflicts. If not appropriately addressed, occupational stress, like many other types of anxiety, will eventually impact physical and mental well-being. Occupational stress is a physical and psychological reaction that occurs when a worker sees a mismatch between job demands and their capacity and resources to achieve them. When there is a clash between the worker's requirements and the degree of control that the worker has gained, adverse bodily and emotional reactions occur.

References:


