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## How to ensure job satisfaction

Are you satisfied with your present job? Are you not able to spend time with your family members because of your job profile? Are you thinking of changing your job? While you search for for **job satisfaction**, look out for the characteristics stated below:

- You can claim your job to be satisfactory, if you find your seniors offering you feedback without causing much embarrassment. A boss is kind of person you look up to, on the contrary your life gets hell if your boss is adamant and uncooperative
- The employees must be given chance to correct their own measures and improve on their techniques
- You will be enjoying your work, if you have variety of functions to perform. See to it that your task is not monotonous and there are varying tasks with changing paces
- Look out if the job is extracting unnecessary energies from you. See to it that you are not wasting your valuable resources such as effort and time
- The employee must have freedom to choose their own course of action, plan their work the way they want to in the most efficient manner
- The employees must have considerable amount of freedom, only reasonable degree of authority must be exercised by the superiors. This however does not mean that the bosses won't supervise task of the juniors, it simply means that every individual must be given certain amount of freedom to plan out their own task
- The employees must not feel too closely supervised or rigidity controlled. Satisfaction in job disappears once the employers are over instructed
- The employees must not be treated as cog in wheels. Every employee must be treated as an individual. They should feel that they are an integral part of the company.

An employee who enjoys his/her job, never feels monotonous and utilizes their energies for new challenges. Fresh work motivates and energizes the candidates to put in their best. The individual handling a project must be given a limited amount of authority and freedom to accomplish the task in his or her own way. These opportunities will help them grow fast, develop their inter-personal skills, and achieve recognition and status.

### Different kinds of job satisfaction

**Intrinsic job satisfaction:** in this case the workers consider only that kind of work they do and what makes up their profession.

**Extrinsic job satisfaction:** Under this kind of job satisfaction, the workers take into account that



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nature of work they undertake, the compensations they deduce, work culture, supervisors and co-workers. These are the expectations one have from a particular job. This refers to the security, independence, and prestige associated with the job.

### **Maximize the rate of your job satisfaction**

In the first place, you need to know yourself clearly. Make a list of things that are important to you, let go off the things that are not important. Be clear about expectations from your job. Make a list of your ideas. Gather knowledge about the jobs that fulfill your expectations. This will help you to find the kind of occupation that suits your personality. Expand your professional network to get in touch with the prospective recruiters who are currently hiring. Information gathered from business communities will furnish you with accurate information. You can get in touch with professional counselors; they can assist you about the ways in which you can maximize the rate of your job satisfaction.

The employees must try to resolve their rate of job satisfaction for a long time. The rate of job dissatisfaction and satisfaction are considered to be barometers that help you to get adjusted in your work. Long periods of job dissatisfaction may lead to stress, tension, depression and anxiety. Try to hit upon a solution if you find that the job in your hand is making you unhappy. You must have realistic expectations from your work. Job satisfaction is nothing but a trade off. You should neither have 0% expectation or 100% expectation from the job. Even the best jobs have dissatisfactions associated with them. Instead of asking a company to look out for you, in today's world, it is your responsibility to take the initiative.

You need to consider a career change, if you are increasingly dissatisfied with your current job. You may be capable of setting matters right by entering into negotiation with your administrator or coworkers, or simply by changing the job.