

# JOB SATISFACTION – AN EMOTIONAL STATE WHICH LEADS TO PERSONAL DEVELOPMENT AND, CONSEQUENTLY, TO COMPANY DEVELOPMENT

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## **Abstract:**

*Job satisfaction is a positive emotional state resulting from the employee's attitude towards his work. A positive attitude towards work directly affects the performance of the company and it is a determinant of professionalism. Job satisfaction is very important because we dedicate much of our lifetime to our job.*

**Key words:** *job satisfaction, performance, personal development, professionalism, organizational development.*

**JEL classification:** *A; A; A13; A14; A31; O; O15*

Work is the human activity which produces everything a person needs for a living. By work people produce goods and services making their lives possible and meaningful. Work is very important for personal development. By work, each person can reach his/her goals, can fulfil his/her dreams, enriches his/her culture and improves himself/herself.

Career choice is based on: goals, ideals, interests, skills, etc. Thus, while some people choose a certain job thinking that it will help them fulfil their dreams, other people decide on a different field in order to earn a better salary, to meet their affiliation need or they simply choose a job at random, knowing few things about what they are going to do in the future.

**Job satisfaction factors are:** the work itself regarded as a pack of activities, the possibility of working or doing an activity well, remuneration in all its forms, promotions or the possibility to develop professionally, appreciation of good results, social benefits, work environment, management style, interpersonal relationships and teamwork, corporate culture and policy, how far the workplace is from home, the importance and fame of the enterprise etc.

Over the time, work necessity has become more and more important for the individual, company and society evolution. This necessity has led to professional performance which has determined daily job satisfaction for each person. Job satisfaction also has a good influence on personal life and daily family activities.

Thus, each person's professional progress has consequences on society and its continuous development.

Consequently, work is meant to meet the human needs. Job satisfaction is a positive emotional state resulting from the employee's attitude towards his work. A positive attitude towards work directly influences society performance and it determines individual's professionalism.

Both the individual and the companies of the Romanian society have known a huge professional progress and satisfaction lately.

Job satisfaction is defined as a “complex psychical configuration, not always fully aware, consisting in a set of positive attitudes of the person towards his/her work”. It has the value of an important quality index of the productive organizations. Besides the economic results, social effects are also important, meaning to form professional

people who enjoy the others' respect and who feel they have their own place within the company they work for.

One of the many definitions given to the concept of "satisfaction" is that according to which "satisfaction is a subjective state, the result of need meeting, lack of pressure and anxiety."

When there is no satisfaction, dissatisfaction appears with consequences not only on the individual, but also on the team and the company, leading to frustration.

According to the psychological view, job satisfaction is the result of the difference between what people obtain as a reward for their work and what they estimate they should obtain. Work is directly affected by the general background of the enterprise – the management, the relationships among departments, information flow, etc.

The employees of the company are motivated by superior needs, namely respect and self-esteem. Job satisfaction has been connected to a few other positive consequences. Highly satisfied employees tend to live longer, to be mentally and physically healthier, to learn fast about work tasks and to be less exposed to accidents at work.

Job satisfaction has positive consequences not only for the individual, but also for the company he works for. Job satisfaction has influence on people's job perception, on their effort level and their contribution to the company efficiency.

#### ***Methods of increasing job satisfaction:***

Social concern for a better human quality of work starts with elementary physical aspects, namely minimization of the accident risk, assurance of normal human conditions of temperature and noise, improvement of the aesthetic aspect of the workplaces.

In the last decades, the quality of work has become a problem for many scientists who focused on technology and continuous training of employees.

#### **Methods of increasing the quality of work are:**

Choosing the job and the workplace according to skills; the work which is done not because it fits a person's abilities leads to continuous dissatisfaction. Children should be encouraged and given the possibility to know about as many fields as possible in order to have an opinion about different jobs and to be able to choose the job that will fit their personality.

Making the workplace look beautiful, based on each individual's personality, creating a pleasant atmosphere at work. This very important aspect helps man focus better on the tasks and makes him creative and emotionally pleased.

Assuring the individual of appreciation of his work, thus making him feel happy for his success.

#### ***Conclusions***

As a conclusion, job satisfaction is not a dream, but reality fully enjoyed by professionals. Professional experience as well as continuous personal development should become a priority both for society and for the employees who are eager to obtain performance.

Job satisfaction has a series of positive consequences both for the individual and for the company. Job satisfaction has influence on how people consider their jobs and how much they contribute to their company efficiency.

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