Job Satisfaction

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Abstract: Through the study some important indicators in the development of institutions, by achieving a high degree of satisfaction and loyalty of personnel working, and the question was asked the study problem in the following: What is the role of the incentive system in increasing performance? What is the degree of relationship between job satisfaction and job performance?
The study aims to define the concept of job satisfaction and identify its causes, the most important factors affecting the performance of employees in public and private institutions, and clarify the importance of incentives and their role in achieving job satisfaction and raise the level of performance. The hypotheses of the study that the incentive system has a significant role in increasing performance, And the effect of the conditions of the work environment on the performance of employees and the study relied on the analytical descriptive method for its suitability with this type of studies, and that there is a statistically significant relationship between the system of incentives and performance. The study recommended the establishment of a system of incentives to ensure fair distribution among workers in institutions and improve the existing salary scale by improving the annual salary increase so that employees are satisfied with their jobs.
Keywords: job satisfaction, relationship, employees, salary, institutions.

1. Introduction

The disposition regarding the job has changed dramatically into deep enterprise sectors above the previous decades. Modern corporations consider employment pressures yet action pleasure because of their personnel as many important troubles in the workplace. According to an imitation of the latest studies, occupational force represents 50 in accordance with 60% about entire lost labour days. Work-related strength is damaging when physical and emotive responses happen so like is a mismatch within assignment necessities [1].

Job pleasure is described namely all the proper emotions felt by means of the worker in the direction of the group or organization within who the factory yet who helps him in imitation of transform his action within real fun or other knowledge, as skill labor delight as a condition regarding acceptance over a feel on security, labor environment and, on course, action pride is the cornerstone over The organization or organization have to reap godsend and excellence on mean organizations. It needs to be acknowledged up to expectation the manner over labour pleasure is a non-stop cycle, conduct in conformity with every other. Increasing the quantity of satisfaction helps the company to acquire its goals and expand its profits [19]. Therefore, such is the accountability on the managers and officials about the number bodies then institutions in accordance with absorbing a sizeable accountability according to invest the ethnic resources handy in conformity with them in method in imitation of reap the favoured results, or so is a fundamental employ of factors regarding employment satisfaction, yet just importantly the employee's application on the job done, and good members of the family so combine him or his superiors At work, honour because labour between the enterprise, and an individual's feel about the value on his work. Work-related power is a quintessential aspect of work satisfaction. When appearing as an incentive, work-related stress leads in conformity with creativity yet assignment pleasure than as a result relieves boredom and exhaustion. Stress leads in imitation of aggression then ignoble employment pleasure when such acts namely a terrible agent. Job pleasure may additionally defend employees from stressors. Satisfaction is a geared up factor on stress. During the instant ace duration (1920-1950), theories supported the fact so much punishment pride is directly affected by productiveness [3].

Where the larger the employee's satisfaction, the larger his love because his employment leads in imitation of increased productivity.

2. Importance of Employee Satisfaction

There is a view that job satisfaction may lead to increased productivity and benefit for institutions and employees. The importance of job satisfaction is several points

❖ Increase the self-confidence and ambition of the individual working in the organization or institution.

❖ Satisfying the personal needs of the individual by reaching the level of ambition.

❖ Reduce the accumulated pressure on the individual as a result of the complexity of life.

❖ Increases performance and high performance for the individual. The effectiveness of any organization is linked to the efficiency of the human cadre and its ability to innovate and reflect the actual work.

❖ The consequence concerning job satisfaction is solely a composition about the psychological [17], physiological or environmental prerequisites so much surround the employee's affinity together with his colleagues and superiors along with his persona to that amount makes him speech I am colourful with my work. Satisfied personnel tend to modify greater then cope with pressure without difficulty compared in imitation of Frustration on them. Uncomfortable staff intention to locate trouble everywhere

Something small then at all rigid. They discovered such entirely challenging to an arrangement then deal with changing times. On the other hand, staff who are happy with their jobs are involved in training programs that are eager to learn new techniques, software that eventually Helps them in their careers. Satisfied staff accepts the challenges with a big smile offering even in the worst of circumstances [18].

2.1. Effect of working conditions on employee satisfaction

Work conditions affecting job satisfaction such as salary, promotion, colleagues, the same official, benefits and benefits of work, hours worked ... etc. It is noted that these factors can be managed by the management in contrast to personal factors that cannot be controlled by management, so that management can play an important role in modifying or improving these factors in a way that increases the satisfaction of employees with their work. If the pay is fair, the president is cooperative and has good relations with colleagues, and there are stability and security at work, which increases the level of employee satisfaction [16].

It should be noted here that the impact of all the above factors varies from one society to another, so management must take this aspect into account, in addition to the need to measure the satisfaction of workers with their work [20].

Relationship of performance assessment with job satisfaction

From the above, it can be said that the higher the level of performance of individuals, the greater their access, and the rewards they receive from promotion, allowances, bonuses, and so on. The employees' sense that their decisions are based on objectivity and fair rules based on efficiency at work and on the basis of objective evaluation of their performance leads to trust in subordinates and their superiors. And thus increase their level of satisfaction with work and raise their morale [9].

From the above, it can be said that staff satisfaction is influenced by the management policy in delivering performance evaluation results. Therefore, the performance appraisal process should focus on assessing the personal qualities of the individual, identifying and meeting the needs that meet his or her aspirations. Work etc. leads to dissatisfaction [2].

3. Factors Affecting Job Satisfaction
3.1. Factors associated with the same individual:
3.1.1 The needs of the individual:

permanency signify the feelings or reactions to cease ruin then anxiety, as is accompanied with the aid of the essence over unsatisfied, wants yet the pleasure such receives The individual's work was excessive then the emotions regarding pleasure were high Returns. The individual whosoever receives most over his delight beside his conventional desires His conventional kinship backyard concerning work finds that the pursuit crew is no longer representative regarding pleasure And as a result the single strives in imitation of joint his needs, as we find deep instances And some aspires in imitation of satisfying another want as much a result on generating an experience regarding hurry according to afford Towards her [6].

3.1.2. Values of the individual: The values which the single seeks according to fulfil are exceptional besides the work

The relative respect over these values varies out of some class in imitation of another and execute stand pronounced in accordance with be values

What an alone considers important, is the nearly important component because the singular yet for as she sacrifices yet lives namely the shape concerning opinions is expressed so right, correct or correct yet is the sum regarding concepts Attitudes then attitudes that the single acquires through his or her spiritual beliefs then beliefs The political scenario so is problem to it into its location about what-ness then sordid cultural features In the community into as that lives or between other communities he has advice with, yet as like The nature concerning employment or its prerequisites helped fulfill it values, who helped in imitation of increase satisfaction along assignment [19].

3.1.3 Sense on self-respect:

Affects the individual's feel regarding self-respect into the subject Work on the pleasure regarding the odd because of his assignment yet the pride on self-esteem is higher. The alone is cosier along his work, yet class performs a large role of the understanding concerning individuals .For centres or grades regarding one of a kind purposes and symbols regarding related stature, emotion is related. The charge over the action performed and its importance in conformity with the organization [20].

3.1.4. Level concerning achievement completed by using the individual:

It is associated after the factors associated in imitation of content Work, overall performance then singular delight with the degree regarding success or success finished yet linked its experience on the level over endeavour or expectations then between such as has been executed yet such as is done the singular returns generated beside it feeling about happiness [4].

3.1.5. Content of work:

Toughness The disposition concerning the action done with the aid of the alone affects the dimension over his satisfaction

This is associated with many variables:

❖ Diversity and frequency over job tasks.
❖ Independence: the dosage over freedom in imitation of pick the methods about performance and pace it performs.
❖ Goals, degree over assiduity or expectations.
❖ Use the single according to the stage on abilities, experiences, and capabilities [4].

3.2. Factors associated with the organization "work":

These factors are as follows:

❖ The remuneration system and its components such as bonuses, incentives, and promotions.
❖ Supervision and the extent of the worker's understanding and his point of view about the justice of supervisors and the extent of interest supervising their workers' affairs and protecting them.

❖ Rules, regulations, and laws governing the conduct of work and whether they are available or restricted to procedures Work and sequence.

❖ Conditions and conditions of the working environment in terms of lighting, ventilation, heat, size and type communications, space, a distance of location and availability of benefits and social service Educational, promotional and working hours.

❖ Design of the work environment and whether it leads to flexibility and integration, importance and diversity or the system of stagnation [5].

Figure 1. Factors Affecting Job Satisfaction

4. Theories of Job Satisfaction

There are many theories of job satisfaction, the most important or the most influential: Maslow's needs theory, Herzberg's theory of work [8].

4.1. Herzberg motivational theory

Theory of motivation and cleanliness

Herzog's idea concerning drive and cleanliness suggests so much work pleasure or dissatisfaction are now not back elements over the same continuity, however as a substitute detach or sometimes weakly concepts. "Stimulus" elements certain as wages, benefits, recognition, and success should lie cooked of order because the man according to lie at ease

with the work. On the other hand, "hygiene" elements (such as like cause conditions, organization policies, or structure, or assignment security, interplay together with colleagues yet virtue regarding management) are related in accordance with assignment dissatisfaction. Because both hygiene and dictation are viewed independent, punishment can also be dissatisfied then dissatisfied. This principle assumes to that amount now the hygiene elements are low, the employee is no longer satisfied, but then it factors are high, the man is upset (or neutral), however, is now not necessarily satisfied. It depends regarding whether or not the officer is satisfied over the catalysts. Moreover, that is believed that then satisfied the instigators, such is believed so the employee satisfied. This chapter might also assist in imitation of telling the complexity of an employee's feelings, the place he may additionally feel comfortable yet disenchanted at the same time; disenchanted then dissatisfied [18].

While the catalyst theory and hygiene were crucial in the first distinction of job satisfaction from dissatisfaction, the theory itself received little empirical support. Herzberg's original study was criticized for its poor methodology. As a result, subsequent attempts to test this theory have yielded mixed results with some researchers who support them and others [8].

4.2. Maslow Theory

Although Maslow is recognized within ethnic literature, she only desires a concept of hierarchy as was once one on the advance theories to that amount taught important contributors in conformity with assignment satisfaction. The theory suggests so many ethnic wishes constitute a hierarchy over 5 stages component regarding physiological needs, safety, belonging/love, respect, and then self-application. Maslow's hierarchy over needs assumes up to expectation like are primary needs that need to be met advance (such as much desires or physiological safety), before assembly the more complex desires (such as much belonging or respect) [13].

The Maslow hierarchy used to be raised according to give an explanation for ethnic explanations into the general. However, the important tenants have in imitation of developing after the practice on the work, they bear been ancient in imitation of illustrating assignment satisfaction. Within the organization, financial amends then fitness greatness are partial regarding the advantages up to expectation help an officer forgather his primary physiological needs. The equal security necessities may stay mirrored by using employees' sense regarding physical safety between their work environments, so properly so work safety and/or suitable

constructions or policies regarding the company. When satisfied, the servant may focal point over the intuition to that amount that belongs after the workplace. This may appear within the form over advantageous relationships with colleagues or supervisors among the workplace, whether she senses he is quantity over their team/organization yet not. Once the servant feels satisfied, he desire crave to be liked and liked via his colleagues then organization. The remaining step is the place the employee seeks self-fulfillment; the necessity increases then improvement in imitation of come to be all it can become. Although that be able to stand considered separate, growth beside some bottom in imitation of the subsequent wish entire make a contribution after the process over self-realization? Thus, institutions in search of after enhancing penalty pleasure attempt to meet the primary desires regarding penalty earlier than advancing after associate high make a bid needs. However, this method has these days emerge as much less popular because such fails to think about the employee's cognitional procedure and, within general, lacks empiric helping evidence. In addition, others observed blunder within the remaining stage of self-realization. The default on a clear setting then conceptual appreciation regarding self-application, united together with the situation on measured it, makes such challenging to metering where the final goal is then when such is achieved [7].

Figure 2. Maslow theory triangle

5. Main methods of measuring job satisfaction:
5.1. Method of analyzing job satisfaction phenomena:
This is one of the simplest methods of measurement and dissemination, and is based on the analysis of phenomena that express the satisfaction of workers and these phenomena turnover rate, absence from conflict, conflict and other analyses of these phenomena shows that the absenteeism and turnover of work among individuals who enjoy a high degree of job satisfaction compared to those who They have a low degree of job satisfaction. The advantages of this method are the accuracy of the information, ease of classification and avoidance of bias, but the shortcomings of the lack of a means to validate this data in addition to the difficulty of translating some data [12].

5.2. Hertzberg Method (story mode):
This method is attributed to the psychological world and his colleagues. This method is to interview the sample members, requiring them to remember the times when they feel resentment during a certain period and to remember the circumstances and reasons that lead to their satisfaction or dissatisfaction and the effect of positive and negative in their performance. The path to an important outcome is that the factors that lead to the existence of satisfaction do not necessarily lead to functional dissatisfaction of criticism directed to this method is that the information provided by the study sample is limited to a degree of objectivity based on the estimate of Zerh and the individual individuals of the sample [4].

5.3 Survey Method:
This method is based on the use of survey models. The results of the sample are measured in terms of simplicity and complexity, depending on the purpose and method of processing the data obtained. These methods are subject to statistical methods and quantitative methods that are not accessible by quantitative determinants. The advantages of this method are the ease of data classification in quantitative terms and the possibility of using it in large numbers, low cost and information fertility. Its disadvantages are the possibility of ignoring some important aspects, and there are other ways to measure job satisfaction [9].

5.4. Method of Interview:
This method is to interview employees personally and ask questions to them to see how satisfied they are with their work. These interviews may be formal, informal and organized,

and they are small. The advantages of this method are flexible in the collection of data during the interview, in the fertility of the information and the opportunity to obtain additional information, the disadvantages of which are the general cost, the bias of the interviewer, the probability of bias and the difficulty of translating information from the investigator [9].

5.5. Method of observation:

This method is based on monitoring the behaviour of employees at work and flexible in collecting information, but it is difficult to translate some behaviours into information expressing satisfaction or dissatisfaction of employees and the bias of observation and the high cost of this method [14].

Note that each method has advantages and disadvantages, which require the researcher to choose from these methods in light of the following considerations [9]:

❖ How appropriate is the study community

❖ possibilities available to use any other method

❖ The degree of accuracy that the researcher seeks to achieve

❖ Strengths and weaknesses of each method.

Conclusion:

The nature and dimensions of job satisfaction, as well as its importance through its effects on industrial and other organizations, were determined. Absence, turnover, accidents, injuries, etc. are negative results of dissatisfaction, high performance, organizational loyalty, and health. As well as personal factors resulting from the nature of the person, such as his self-esteem and pressure, and his social status and satisfaction with life.

As for the measurement of the degree of satisfaction, the measurement process and methods of measurement have been scientifically determined. This process is variable, since variables cannot be measured with some accuracy - with some approximation - according to objective or subjective criteria.

In addition, the impact of the informal organization on job satisfaction was revealed through leadership, informal communication, informal cooperation, and conflict. On the other hand, satisfaction also has an impact on the activity and size of the informal organizations, their awareness and the type of objectives.

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