

RESEARCH ON JOB SATISFACTION

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Abstract:

In the actual society there is a concern increasingly more intense to increase along with economic efficiency and effectiveness of human labor increase job satisfaction. It was found that job satisfaction is indispensable for motivating behavior explaining that determine work engagement of employees. Satisfaction at work depends on assessments and expectations of employees, which means that they can have the same level of satisfaction, but due to various reasons: respectively one and the same factor can produce a different level of satisfaction from different people or even the same person, but in different situations.

Keywords: *satisfaction, manager, company, employee, motivation, work.*

1. Introduction

Job satisfaction is an important element of any organization, being in this sense the social function of the company that hired its obligation to be held "work and life" to give people optimal possibilities for expression of their personality. Modern management approach reveals the same time, that job satisfaction is an essential component of human resources of economic organizations, and not only theirs is one of the fundamentals upon which the overall efficiency of labor.

Job satisfaction is as positive emotional state resulting from the personal opinion of an employee on the job or work environment. (Ticu C., 2004).

Job satisfaction can cover various issues, including: wage and cost benefits, promotions, recognition, working conditions, supervision, co-workers, organizational policy. Job satisfaction is very important for managers because it is estimated that a satisfied employee will be better. (Gogu N., http://www.upm.ro/Iasi_2007).

Job satisfaction is in terms psycho sociology the result of the difference between what you get as a reward individual work and what he estimates that should get. When the two rewards there is equality results in a state of complete satisfaction. (<http://www.biblioteca-digitala.ase.ro/biblioteca/pagina2.asp?id=cap3>).

Job satisfaction refers to the emotional reaction of employees to post and work. Employee performance are not the exclusive result of job satisfaction, but are largely influenced by her. " (Rască, L., Deaconu, A., 2004)

Duane Schultz and Sydney (1990) considered *job satisfaction* as people's psychological mood to their work.

Job satisfaction can be regarded as general feeling towards job or as a constellation of attitudes oriented to different aspects or facets of job. (Spector 1997.)

2. Methodology

The purpose of the research was measuring the level of job satisfaction among employees in a company estate.

In the current context has formulated the following hypothesis: Suppose that analyzed the company employee satisfaction is influenced by various factors and determined the climate within the company.

The main objective of the research is to highlight the link between motivation and job satisfaction.

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The present paper is an exploratory research which was conducted in May 2015 and used as a quantitative survey research method but also the qualitative method by highlighting information from field.

The questionnaire comprises of 18 - questions, with 5 different response respectively 1 *Total disagree* , 2 *Disagree* , 3 *Neutral* , 4 *Agreement*; 5 *Total Agree*;

The paper shows that job satisfaction is an important element for each employee.

3. Analysis of data and research results

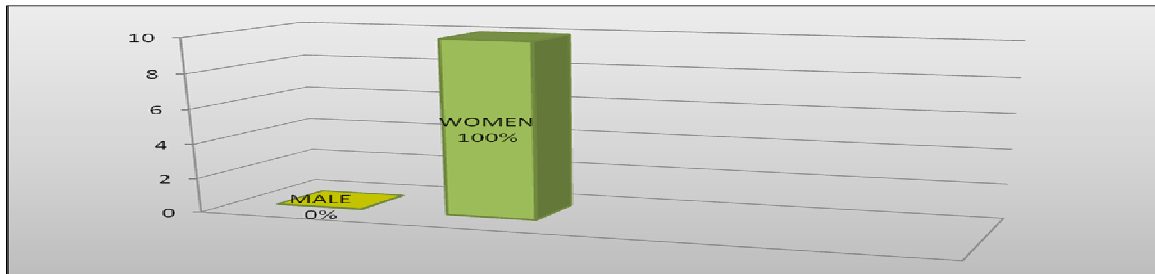
Socio-economic characteristics on subjects

The research was focused by 11 employees as subjects in *the company Real Estate* aged 24-38 years, female *computer operator positions*. They seniority between 1 and 4 years old some of them being university graduates.

Characteristics of investigated subjects (Table no. 3.1.1)

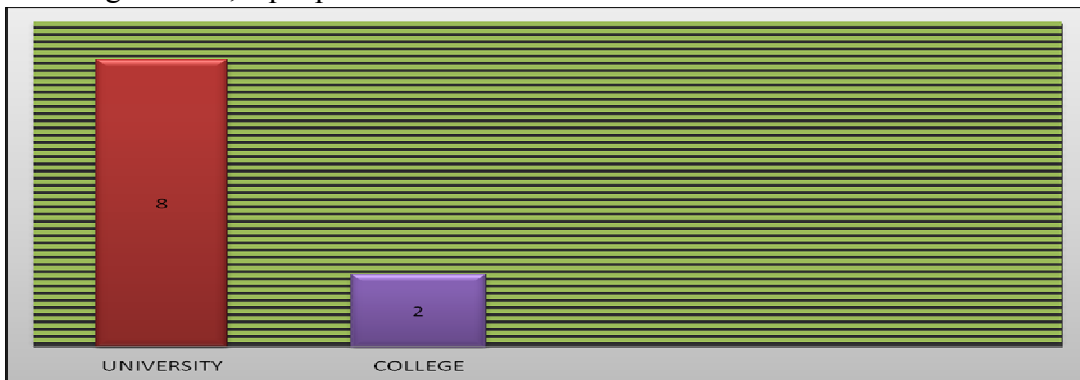
Category	Features	Nr.	%
Sex	Male	0	0
	Female	10	100
	total	10	100
Education	University	8	90
	College	2	10
	total	10	100

Figure no. 1 shows that the study subjects are female 100%



(Figure no. 1). - The percentage of subjects by gender)

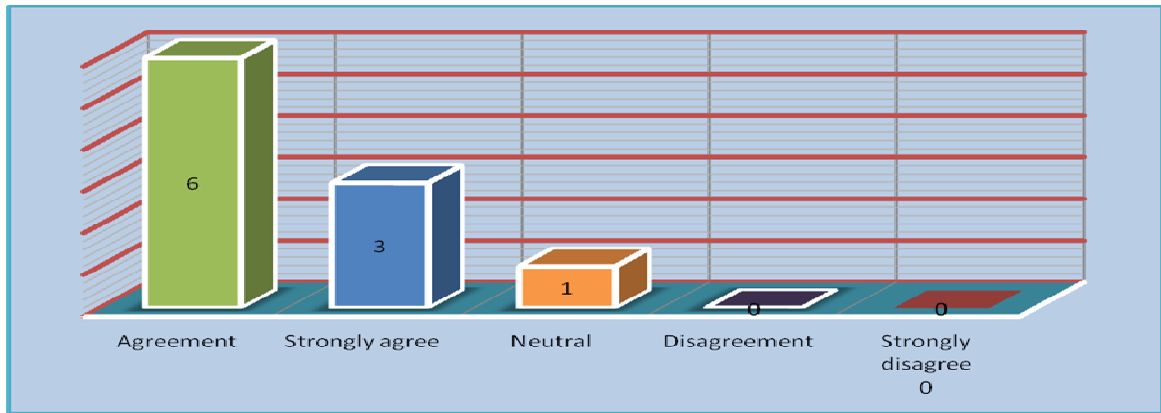
On the studies important is that 90 % of subjects had university education, 8 people and 10% high school, 2 people.



(Figure no.2.) - Subjects share based studies)

After analyzing the results of the questionnaire on subjects, highlights the following things :

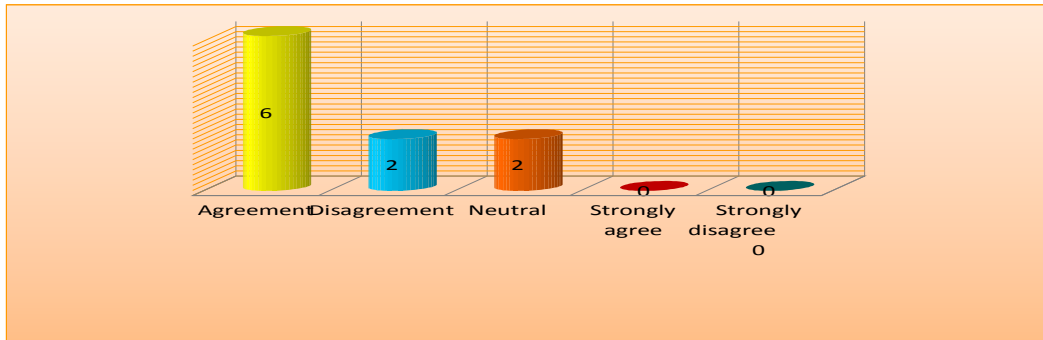
On the question no. 1 (figure 3), was chosen option *agreement* (6 persons), *strongly agree*, (3 people) , *neutral* (1 person).



(Figure No.3) Question No.1. You love what you do?

Which shows that the work done is one, pleasant does not create a nuisance and is accomplished easily.

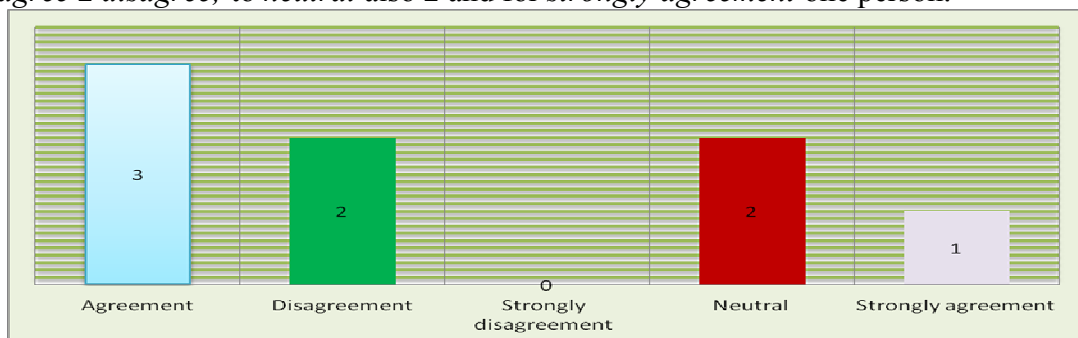
On the question no. 2 (figure 4), where they wanted to highlight if employees feel appreciated for the work of the total number of 10 people surveyed , six chose the option *agreement* , two of them expressed their *disapproval* , and two have opted *Neutral*.



(Figure no.4) Question No.2. You are appreciated for the work that you are doing?

Considering the results, it appears that most employees feel appreciated by their superiors, for their efforts and their merits are recognized in the work performed.

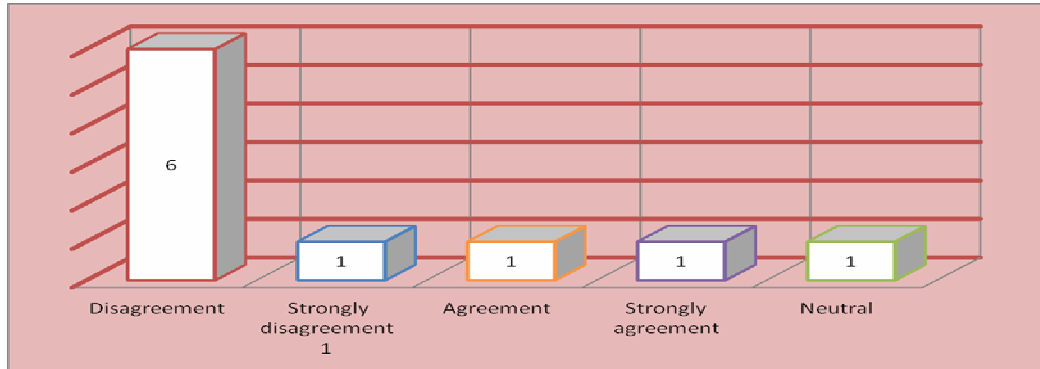
Regarding the involvement of manager, to career development (**question no. 3**) Opinions were divided as: 3 people have opted for variant *Agreement* 2 persons, variant *disagree* 2 disagree; to *neutral* also 2 and for *strongly agreement* one person.



(Figure no.5) Question No. 3. The manager is actively involved in developing your career?

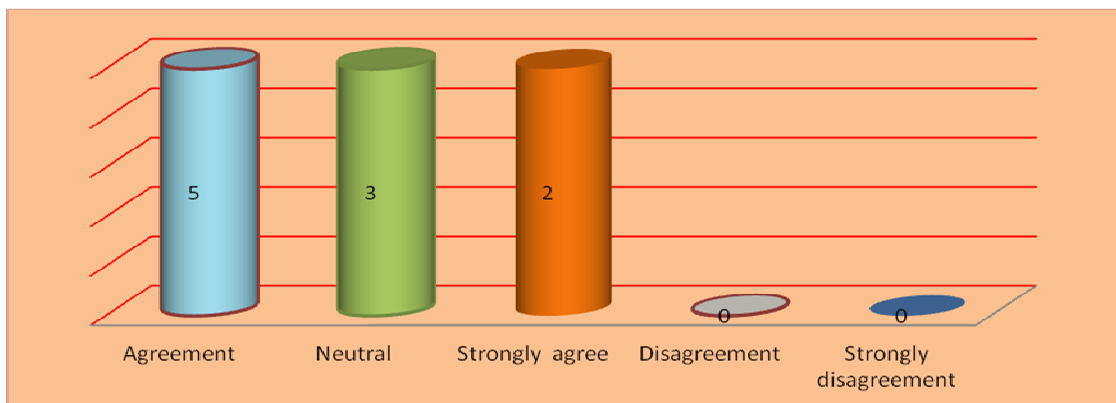
So, we can say that the organization studied the manager give importance to employees and it is concerned about their professional development.

Question 4 (figure 11) highlighted by the answers given (6 - have chosen the *disagreement*) that employees are motivated to realize their tasks , and are confident in their professional potential .



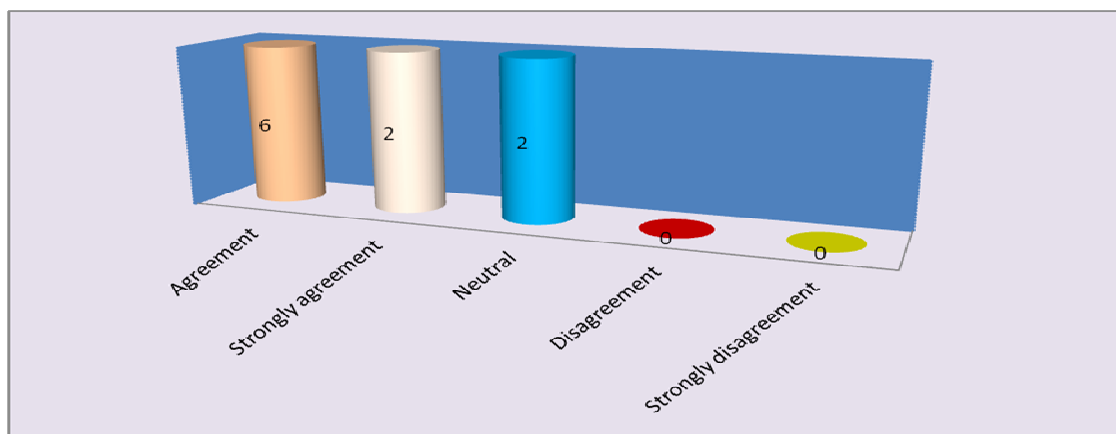
(Figure no.6) Question No. 4. There are times when you think your work is without purpose?

Communication is an essential key in any organization as confirmed by the results obtained to question 5 ,respectively 5 people have chosen the *Agreement* , three of them chose *neutral* and 2 *Strongly agreement*.



(Figure no.7) Question 5. Communication with your manager is good?

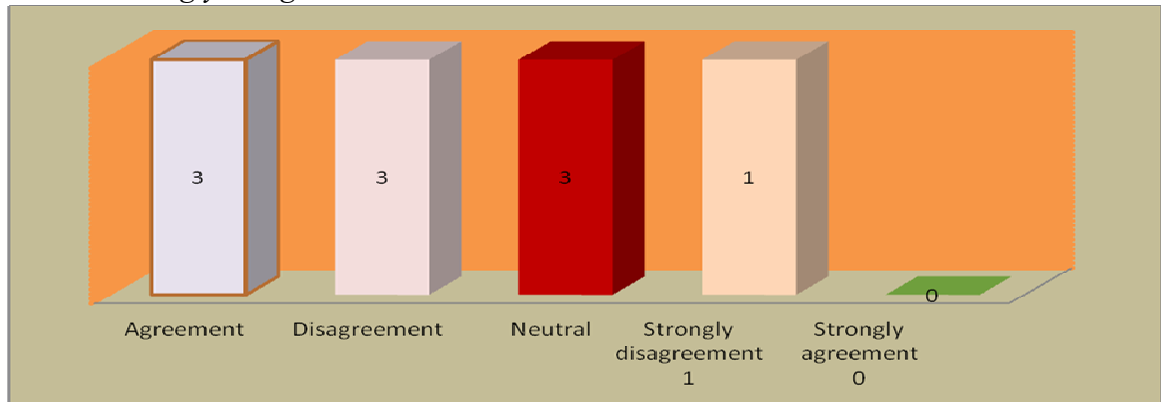
Question 6 was focused on links with colleagues and totaled 6 responses for the option *Agreement*, 2 replies *Strongly agreement*, 2 for *Neutral*.



(Figure no.8) Question No. 6. Relationships with colleagues are usually cordial?

Which means broadly across the organization studied relationships between colleagues are generally cordial, not conflict and prevailing team spirit

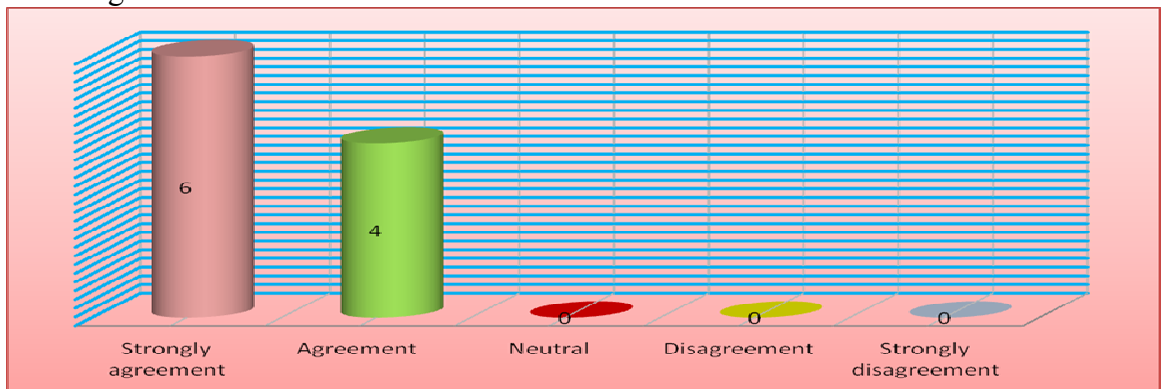
Question 7. (Figure 9) splits easily employees into three camps distinct namely: 3 chose variable *Agreement*; 3 opted to *Disagreement* ; 3 were to *Neutral* ; And one person chose to *Strongly disagreement* ;



(Figure no.9) Question No.7. Your work in this institution is special?

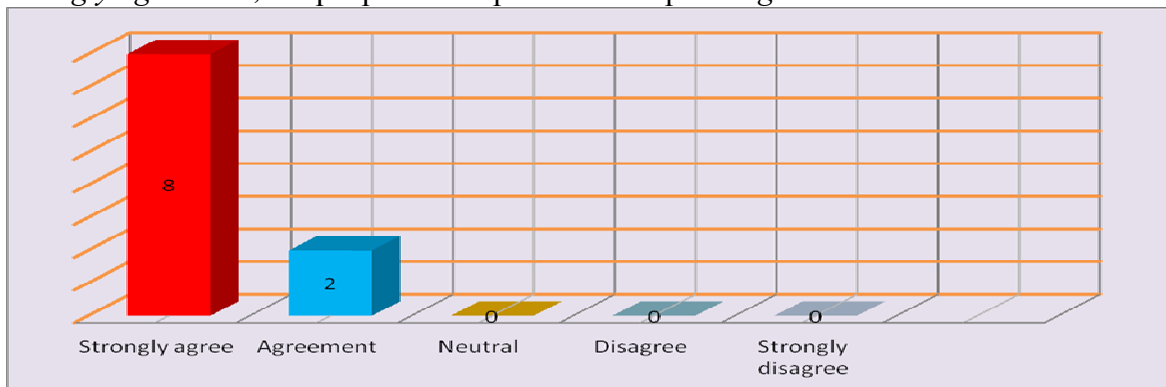
Based on these results we can affirm that employees work in the studied company is common but has some special and specific features that is sometimes seen in special way.

On the question no. 8 (figure 10) on freedom of labor organization all employees confirmed according to the options chosen (6 - *Strongly agreement* 4 *Agreement*.) that the organization of work and accomplishment of tasks is not required and each decide according to their own criteria.



(Figure no. 10) Question No. 8. You have the freedom to organize your work as you think fit?

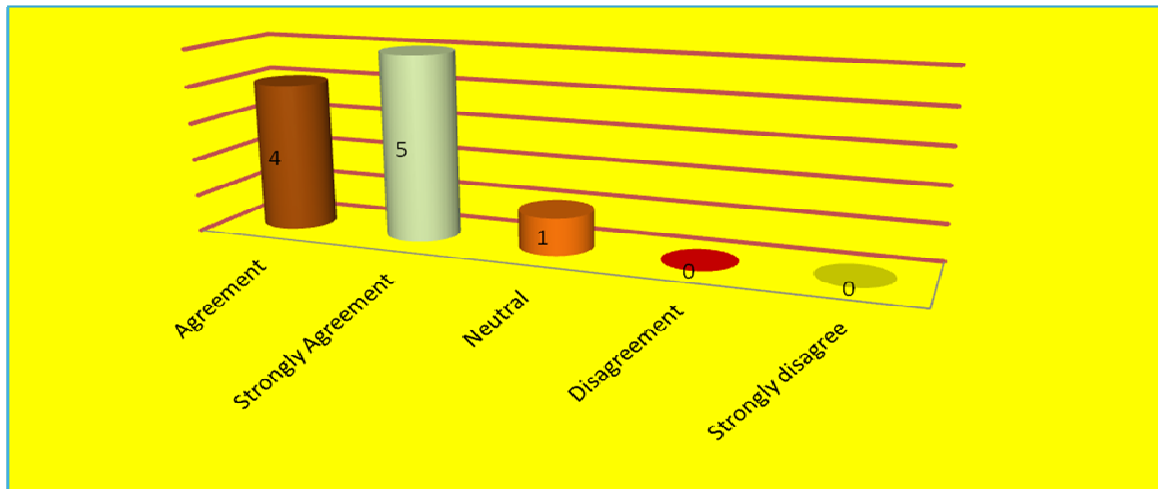
To question no.9 (figure no.11.), was pursued manager knows to what extent the work performed by employees, and things were as follows: - 8 people opted for variant *Strongly agreement*; - 2 people have opted for the option *Agreement*.



(Figure no. 11) Question No.9. Your directly manager knows the work that you do?

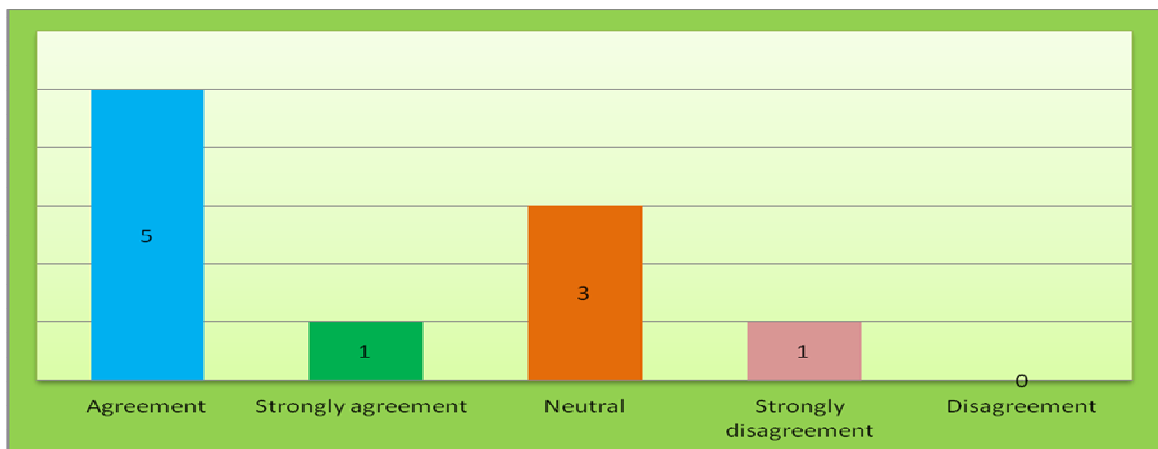
Therefore at the company manager is informed about the work of employees, which tasks have, and how are fulfilled.

Question 10 (figure 12) , confirmed through the results obtained respectively 4 answers variable *Strongly agreement* ,5 for variable *Agreement* and a response variable *neutral* that within the organization studied, management has a close relationship with employees and manager allocates time to listen to every opinion and to offer support for any problem.



(Figure no. 12) **Question No.10 My directly manager take the time to listen to me?**

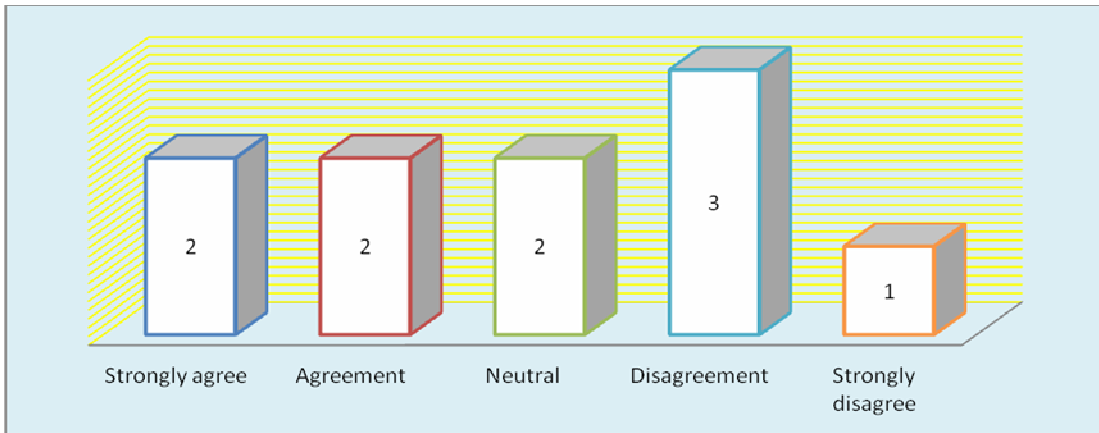
On the question no.11 (figure 13) , the respondents chose in number of 5 option *agreement*, three chose *neutral* option, *Strongly agree* respectively *Strongly disagree* one person



(Figure no. 13) **Question No. 11 Workload held by you it is properly?**

From the results it is clear that employees believe they have a workload usually appropriate schedules and cope with their responsibilities

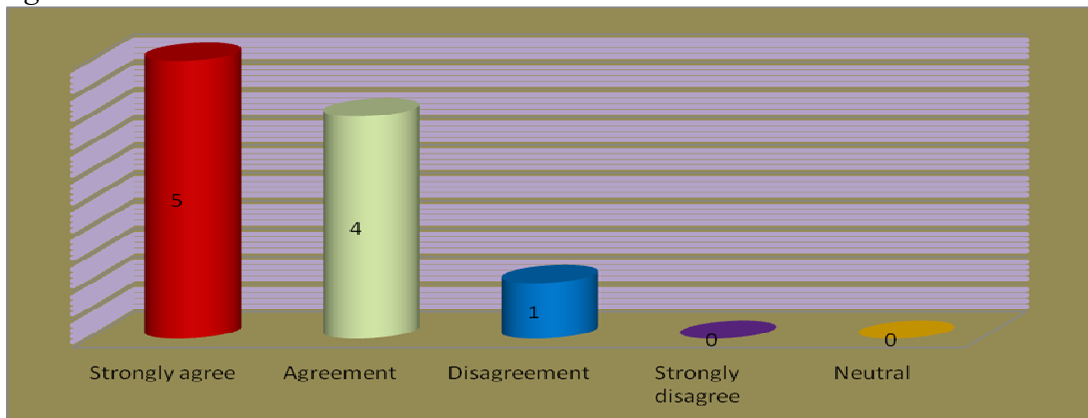
Question No.12 (figure 14), was focused on the opinions of employees on material reward received. And opinions were different in that three of the respondents chose the option *disagreement*, one person chose to *Strongly disagreement* and the other variants were chosen by two respondents.



(Figure no. 14) Question No.12. Consider that you are properly paid for the work that you are doing?

Consequently most of the employees consider work done is not paid to a right level appropriate with their involvement and submitted effort.

To **the statement no. 13**, (figure 15), opinions were similar concretely 5 of the respondents chose *Strongly agreement*, version 4 for *agreement* and 1 person elected *Disagreement*.

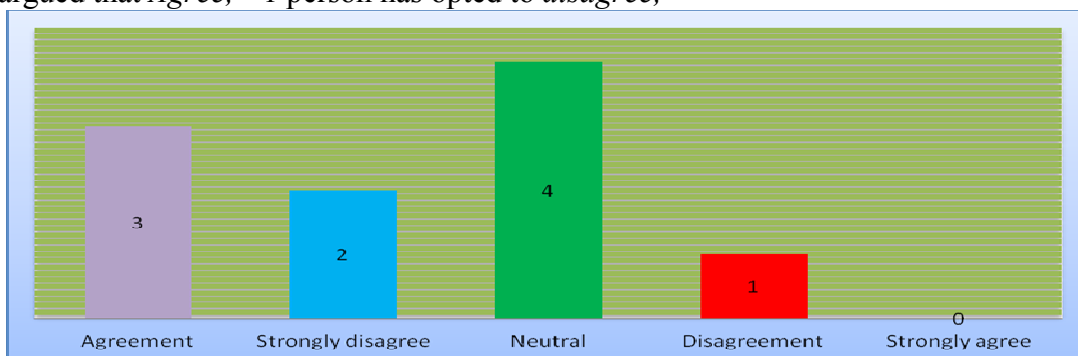


(Figure no.15) Question No. 13 The company goes well if I do my duties as well?

We realize that employees understand that fulfilling tasks correctly and professionally implicitly leads to good results for the company.

On the question no.14 (figure 16) , where employees had to confirm or deny if they are satisfied by the benefits provided by the company answers showed the following:

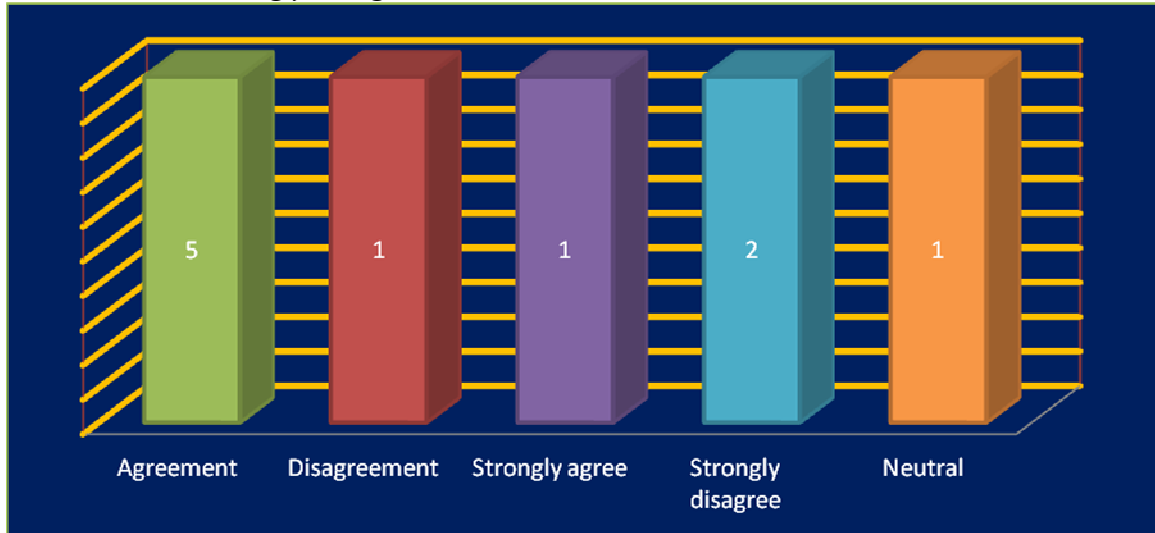
- Four of them chose *Neutral*; - Two of them expressed their *total disagreement*; - 3 argued that *Agree*; - 1 person has opted to *disagree*;



(Figure no.16) Question No. 14. Are you satisfied by the benefits that you receive from the company?

It can be concluded that to the studied organization the benefits received are important and typically employees are satisfied by received rewards whatever their nature.

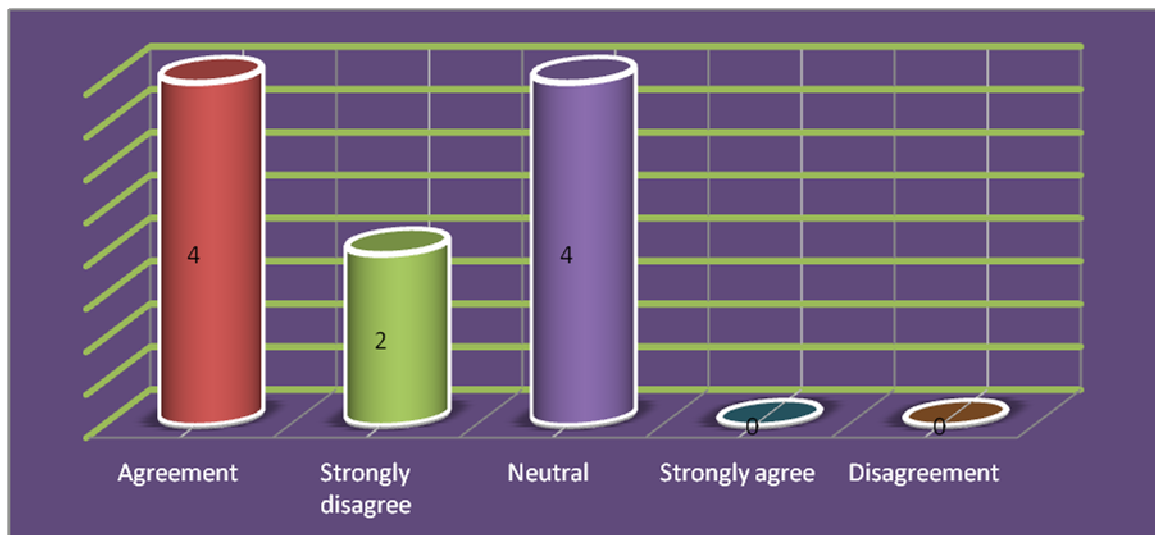
Question no. 15 ,(figure 17) was focused on the appreciation received by employees from management and totaled : 5 answers for the variable *Agreement*; 1 answer for the variable *Disagree*; 1 answer for the variable *Strongly agree*; 1 to neutral ; 2 answers for the variable *Strongly disagree*;



(Figure no. 17) Question No.15. I am appreciated whenever I realize my job well?

It can be said that the company studied, employees are recognized merits and are praised for their efforts.

On the question no. 16 (figure 18), about the importance granted by the company to training programs, employees have chosen 4 variable *Agreement*, all four have opted for variable *Neutral*, and 2 of them *Strongly disagree* .



(Figure no.18) Question. 16. The company you work for grant particular attention to training programs?

As can be seen at the company studied there is a special concern for the preparation of employees through various activities and programs.

On the question no. 17 (figure 19), it is noted that despite small problems existing in the organization studied that employees are happy working in this company appearance confirmed by most of the results obtained respectively 8 answers for the option *Agreement* , and 2 for *Strongly agree* .

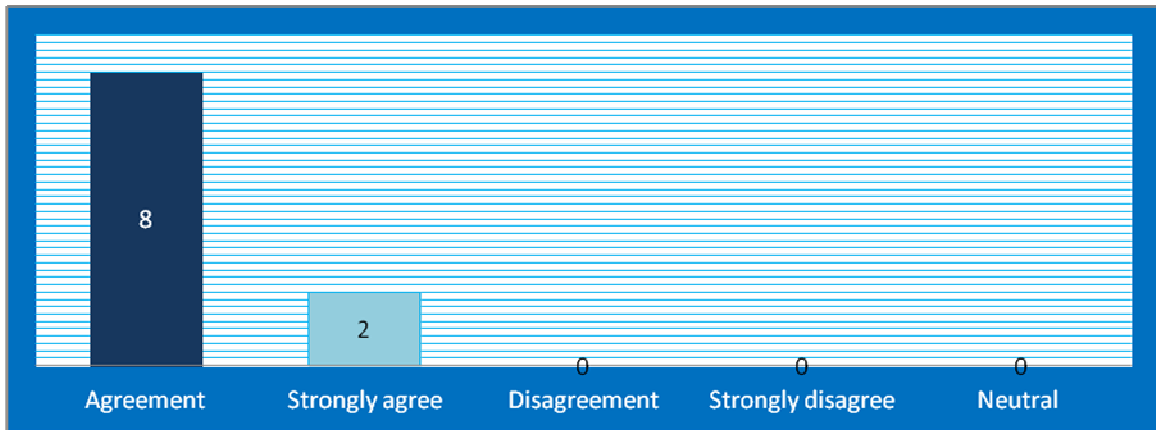
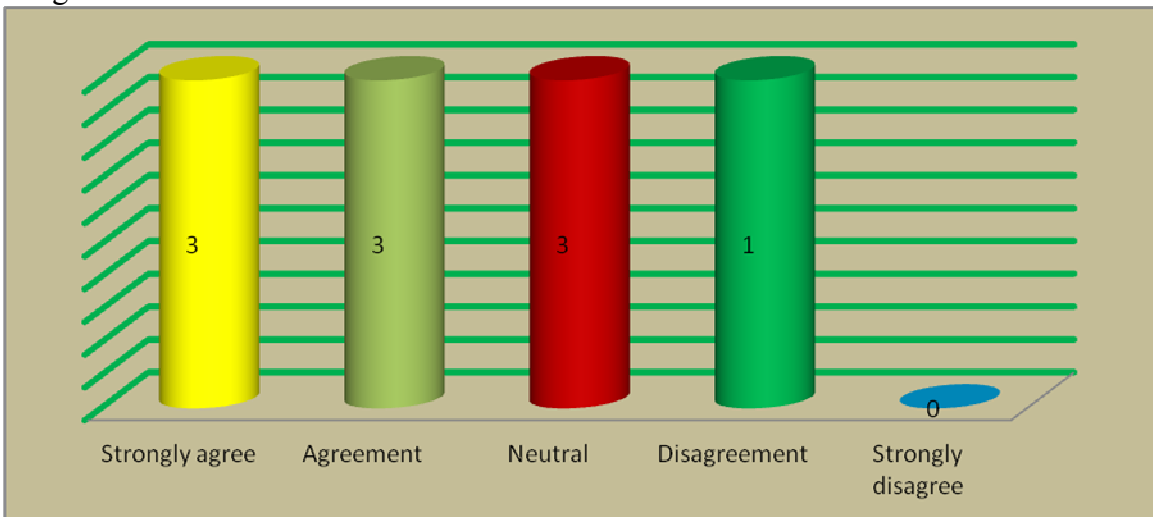


Figure no.19) Question. 17. Generally are you satisfied that you work in this company / institution?

On the question no. 18 (figure 20), where employees had to confirm or deny if professional success gives added value the answers placed in three distinct camps namely: 3 chose *Strongly agree*, 3 opted *Agreement* for 3 *Neutral* opting for one person is in disagreement with this statement.



(Figure no. 20) Question No.18. Professional success it gives you more value?

So, in addition to material satisfaction and reward employees consider that their professional activity contributes to the development and provides added value.

Conclusion

Based on study results, we consider that the company analyzed, there is a medium level of satisfaction on factor remuneration and promotion, and a maximum level of satisfaction with the relations between colleagues and manager.

The hypothesis from which we started, and we assumed that the company analyzed employee satisfaction is influenced by various factors and determined the climate within the company is confirmed, in terms of results obtained.

Management, as part of organizational culture has a significant impact on employee satisfaction.

Job satisfaction has become a very important aspect of employment, she having important consequences both personal and organization of the work is carried out.

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