Job Satisfaction and Motivation

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EN202-01

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Persuasive Essay

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The purpose of this proposed study is to examine the job satisfaction and motivation among employees and how it affects performance and efficiency. The correlation between job satisfaction and motivation is that it derives from the enjoyment of a job and from the desired goals set to achieve. In what ways does job satisfaction and motivation affect the performance and efficiency of employees in the community? What do most employees value and desire in their job? What percent of most, if not all, employees are satisfied with their jobs? The significance of this study is to gain more insight on different desires of people and how they view their jobs.

It appears that individuals aim for job satisfaction differently based on certain desired goals. Some find the motivation in their job because of the salary. Others value their position and often seek rewards or promotions. Lastly, some value dedication and view employment as a sense of belonging. Obtaining more knowledge about this is quite important because Saipan is a small and local community. It would be interesting to examine how employees relate to this and to find out their sense of motivation. This persuasive essay presents a plan to distribute surveys, perform observations, and conduct interviews in order to collect the essential data needed to support this research project.

The student researcher has collected three academic and two non academic literature sources that provide background information to support this research. Majority of the literature sources were found on online databases, primarily articles and books that were published. The sources provide a wide range of information that focuses on specific topics. Job satisfaction would seem to be an important focus of organizations which wish to reduce absenteeism and turnover (Lawler III, 1967). “Happy” workers often have higher performance. Psychological well-being is related to performance ratings beyond the effect of composite job satisfaction (Wright, 2000). Precisely, Ebsco and Google Scholar are the online databases that may be very helpful in ways to support this assignment with the information needed.

Judge, T. A., Thoresen, C. J., Bono, J. E., & Patton, G. K. (2001). The job satisfaction–job performance relationship: A qualitative and quantitative review. *Psychological bulletin*, *127*(3), 376.

Wright, T. A., & Cropanzano, R. (2000). Psychological well-being and job satisfaction as predictors of job performance. *Journal of occupational health psychology*, *5*(1), 84.

LAWLER III, E. E., & Porter, L. W. (1967). The effect of performance on job satisfaction. *Industrial relations: A journal of Economy and Society*, *7*(1), 20-28.

Coomber, B., & Barriball, K. L. (2007). Impact of job satisfaction components on intent to leave and turnover for hospital-based nurses: a review of the research literature. *International journal of nursing studies*, *44*(2), 297-314.

Essays, UK. (November 2018). Effect of Job Satisfaction on Employee Performance. Retrieved from https://www.ukessays.com/essays/management/employee-job-satisfaction-and-motivation-impact-on-organisational-performance-management-essay.php?vref=1

The student researcher proposes a study looking at employee job satisfaction and how it affects performance and efficiency. In order to collect the data needed, surveys will be distributed to numerous employees of different establishments, in addition to students at N.M.C. Then, the researcher will perform observations in a certain time frame at the same establishments that were given surveys. The observations are set to indicate daily employee performance. Later, the researcher will conduct a minimum of five interviews, examining the relationship between the employees and their jobs. Letters to experts will also be sent out. Lastly, all surveys and reports will be collected and compared to develop the data needed to support the research topic.

The writer plans to conduct research, collect and analyze data, and proposes the following tentative schedules:

Table1:

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| --- | --- | --- |
| Date: | Method: | Time: |
| May 2-6  Thurs, Fri, Sat, Sun, Mon | Distribute survey to employees in the workplace and N.M.C students | 12pm-2pm |
| May 7-10  Tues, Wed, Thurs, Fri | Observations within the workplace | 11am-1pm |
| May 11 & 12  Sat & Sun | Interviews | 11am-12pm |
| May 14- 23 | Compare surveys and reports, data will be collected |  |

Table 2:

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| --- | --- |
| Writing Schedule: | Type of Essay: |
| April 19th | Illustrative Essay |
| April 26th | Persuasive Essay |
| April 27- May 9  Due date: May 10th | Process Essay |
| May 11-23  Due date: May 24th | Descriptive Essay |
| May 25- June 22  Due date: June 7th | Final Research Report |

There is enough literature sources that could be obtained to help finish this project. In addition, the student researcher will be able to conduct various experiments such as surveys, observations, and interviews to report, collect and analyze data, and fit within the schedule. This topic should be approved because there is significance in gaining an insight on how people view their jobs and how they aim for satisfaction differently. It would be interesting to find out how the employees performance and efficiency is reflected on their job satisfaction. In addition, the possible job satisfaction rate among our community. The student researcher has the essential data needed and will complete this research assignment on the time stated.