Job Satisfaction and Motivation

Dolores Sablan

 EN202-ON01

Ms.Kimberly Bunts-Anderson

Illustrative Essay

Job Satisfaction and Motivation

Job satisfaction is a fulfillment that a person derives from their job. To do well in a job, one must have a positive attitude towards it to make great outcomes. To do the job in a negative way will affect the whole purpose of job satisfaction. Having the motivation to successfully do well in your a will make a huge difference to the employee performance and efficiency. Douglas McGregor's theories states that one could view their employment differently in terms of dedication, salary and needs, hence leading to your satisfaction.

Job Satisfaction and motivation impacts the outcome of employee performance and efficiency. Job satisfaction can be positively affected by motivation or negatively affected by lack of motivation that an individual portrays. If one fails to find the motivation and desired goals in their occupation, it affects how satisfied they are with their job. Thus, negatively affecting the way they do their job and displaying the lack of effort put into it. 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. Performance and efficiency, on the other hand contain different factors that individuals fall under.

According to Douglas McGregor’s theory, he states that there are two categories that an individual falls under in regards to performance. The X and Y are the two categories that display an individual’s different way of doing their job. The X category is said to be an individual who needs a lot of controlling and directing in order to get the job done. These individuals avoid responsibility as much as possible. The Y category never sees work as wearisome and always commits to the goals that are set. These representations show that the Y category values job satisfaction and are motivated enough to portray excellent performance and productivity. In addition to these categories of Douglas McGregor’s theory, there are other theories based on motivation.

There are three theories based on motivation an individual feels towards their job. The Satisfaction Theory proposes a satisfied worker who obtains an utmost motivation and proves his loyalty to his job. The Incentive Theory states that an individual is motivated to obtain rewards and values finance, increasing his efforts and performance to achieve them. Lastly, the Intrinsic Theory is based on human needs such as safety, belonging, and self-actualization in which serves as motivators. These theories show that a worker gains motivation towards their job based on different values and desires.

In conclusion, individuals who are more motivated and have a higher job satisfaction tend to succeed in employee performance and efficiency, rather than those who lack the motivation for certain goals in the workplace. Job satisfaction is an essential aspect to happiness; if one fails to love what they do, they fail to be as happy as others. It appears that individuals aim for job satisfaction differently based on certain desired goals. Whether one values finance or others seek position/promotions, these factors lead to being satisfied, thus increasing their performance and efficiency. Although jobs are just as important in life, job satisfaction is the main aspect that individuals should aim for.