Reading Notes to fill out when reading course and outside reading materials for assignment

Note Taking Sheet: Reading # 3 & 4

Name: Dolores Sablan\_\_COURSE NAME: EN202\_\_Section: 01

With many sources to read and evaluate, you need a way to keep track of the material you may use in your research paper. You need to record where you have looked, what you have found, and how to find each piece of information again (this is for your bibliography).

Directions: Fill in the information below, and keep with all of your resources. This will help you when it is time to write both your outline, paper, and annotated bibliography.

1. Author’� s Name: Edward E. Lawler III

2. Author’� s Credentials (Press Release)

3. Publisher [or title of organization]: Industrial Relations, A journal of economy and society.

4. Heading of Section [title of reading]:  *The Effect of Performance on Job Satisfaction*

5. Year Written: 1967 6. Pages: 20-28

7. Website URL: https://onlinelibrary.wiley.com/doi/abs/10.1111/j.1468-232X.1967.tb01060.x

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| --- | --- | --- | --- |
| Main Ideas/Points | Important Quotations | Supporting Details | Relevance to Your Assignment |
| * Job attitudes and their relationships to human behavior in organizations.
* Increased employee productivity is associated with an increase in job satisfaction
* Satisfaction is related to absenteeism and turnover

    | * “A simple desire on the part of scientists to learn more about job satisfaction, but much of the interest in job satisfaction seems to have come about because of its presumed relationship to job performance.”
* “Employee morale-reduces turnover-cuts down absenteeism and tardiness; lifts production.”
* “People are motivated to do things which they feel have a high probability of leading to rewards which they value.”
 | * Such studies related job satisfaction to seniority, age, sex, education, occupation, and income.
* Both social scientists and managers believed that if job dissatisfaction could be reduced, the human brake on production could be removed and turned into a force that would increase performance.
* “High satisfaction will lead to low turnover and absenteeism because the satisfied individual is motivated to go to work where his important needs are satisfied
 | * The attitude someone portrays when working is important. It indicates how their performance is and leads to how satisfied they are.
* My topic focuses on how employee performance is affected by job satisfaction. If dissatisfaction decreases, the productivity on a person in their job could increase.
* Motivation is key to good performance and determining their job satisfaction. To have goals in a job is a motivator to increase productivity.

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|  Main Ideas/Points  |  Important Quotations |  Supporting Details | Relevance to Your Assignment |
| * Job satisfaction and happiness have become closely linked together.
* Job satisfaction is based partially on what one feels and partially on what one thinks.
* Employee dysfunctional psychological well-being

             | * “"Happy" workers demonstrate higher levels of job-related performance behaviors than do "unhappy" employees.
* “Job satisfaction can best be defined as "an internal state that is expressed by affectively and/or cognitively evaluating an experienced job with some degree of favor or disfavor"”
* “Because these variables have, in turn, been related to declines in work outcomes it is possible that psychological well-being and employee performance are related.”
 | * This hypothesis has typically been operationalized by correlating employee self-ratings of job satisfaction with supervisory ratings of performance.
* In any investigation of job-related attitudes, Weiss and Cropanzano noted that it is important to separate the belief, or cognitive, component from the emotional, or affective, component.
* Depression, loss of self-esteem, hypertension, alcoholism, and drug consumption are related to work-related dysfunctional psychological well-being
 | * Job satisfaction is the main focus of my research. When one is happy with their job, they are more satisfied in what they do.
* Studying how one feels about the job relates to how satisfied they can be.
* Employee performance can be affected by such circumstances relating to employee dysfunctional psychological well-being
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In this article, is it possible that any of the authors might have a bias about the subject matter? No\_\_\_ provide examples if needed.

Is the article timely or a bit outdated ? A little bit outdated and general

Was it published in a reputable source? Yes

It is not an academic source. Yes, to a certain extent

Other important information : The “happy-productive” worker has been examined in organizational research by correlating job satisfaction and performance.