**Job satisfaction------job involvement**

**Job satisfaction is the feeling and perception of a worker regarding his/her work and how he or she feels well in an organization. It indicates the extent of employees’ positive or negative feelings towards their jobs and organizational behavior tried to improve it.**

In Organizational Behavior, job satisfaction is one of the most researched variables in the area of workplace psychology and has been associated with numerous psychosocial issues, the changing world of work, organizational factors ranging from leadership to job design.

It is the level of contentment a person feels regarding his or her job. This feeling is mainly based on an individual’s perception of satisfaction.It can be influenced by a person’s ability to complete the required tasks, the level of communication in an organization, and the way management treats employees. There are different levels of job satisfaction.

Effective job satisfaction is a person’s emotional feeling about the job as a whole. Cognitive job satisfaction is how satisfied employees feel concerning some aspect of their job, such as pay, hours, or benefits.

## Definition of Job Satisfaction

Due to the popularity of job satisfaction within the field of occupational and organizational psychology, various researchers and practitioners have provided their definitions of what job satisfaction is.

E. A. Locke describe job satisfaction as, “the pleasurable emotional state resulting from the appraisal of one’s job as achieving or facilitating the achievement of one’s job values”

According to P. E. Spector, “Job satisfaction is the extent to which people like or dislike their jobs”.

De Nobile defined job satisfaction as “the extent to which a staff member has favorable or positive feelings about work or the work environment.

## Importance of Job Satisfaction

Job satisfaction has been linked to many variables, including productivity, absenteeism, turnover, etc. It is significant because a person’s attitude and beliefs may affect his or her behavior.

[**Importance of job satisfaction are**](https://www.iedunote.com/importance-job-satisfaction);

* Lower Turnover.
* Higher Productivity.
* Increased Customer Satisfaction.
* Employee Absenteeism.
* Helps to Earn Higher Revenues.
* Satisfied Employees Tend to Handle Pressure.

## How Job Satisfaction Benefits the Company

Higher Job Satisfaction gives;

* Higher productivity.
* Less employee turnover.
* Reduce absenteeism.
* Reduces the level of unionization.
* Reduces the number of accidents.
* It helps to create a better working environment.
* Improving customer satisfaction.
* Faster and sustainable Growth.

High job satisfaction may lead to improving productivity, decreased turnover, and improve attendance, reduce accidents, less job stress and less unionization.

If employees feel that their jobs are fun and interesting, they will be more willing to give extra effort to work.

**Job involvement** consists when a person feels that the job is more meaningful and it utilizes one’s talent and skills to the fullest extent. Due to this perception, performance level will be increasingly significantly and enhance the overall self worth.In the job involvement context, there is a perfect harmony between the types of skills a person possesses and the work content.There is high level of relationship between job involvement and fewer absence and lower resignation rates of an individual.

A closely related concept to job involvement is psychological empowerment, which is employees’ beliefs in the degree to which they influence their work environment, their competence, the meaningfulness of their job, and the perceived autonomy in their work.