Job satisfaction denotes to the workers’ perception of their workplace settings, relationships amid fellows, salary as well as endorsement opportunities. In healthcare services environment with tension and division of labour, the basic challenge is to perform well in these kinds of settings. Teachers, bank employees, corporate managers, salespeople and all the occupation workers are not highly pleased with their occupation. This literature review shows that a large number of factors influence employee performance such as satisfaction from the profession, work environment, compensation policies and demographic variables, educational qualification and many more factors influencing. This research paper examines the rising literature relating to workplace satisfaction amid different working organizations and concludes that further investigation is required to be aware of the relative significance of the many recognized factors to workplace satisfaction in different working organizations. Findings revealed on the basis of literature review, female professionals facing the problem of job dissatisfaction among healthcare organizations. Other researchers showed that job satisfaction is significant for each and every level of employee in every organization and in both private and government sector.

Keywords: Job satisfaction, Different working organizations, Employees, literature review

Introduction

Job satisfaction is an optimistic feeling for one’s job. Newsstrom (2007), “Job Satisfaction is a set of favourable or unfavourable feelings and emotions with which employees' view their work”. In the health care services and the female paramedical professionals’ work contentment is believed one of the key factors determining the enlargement of performance in the development (Hanan, 2009). An employee's mental representation of the meaning of values may vary about satisfaction or dissatisfaction. For instance, some workers may feel a sense of achievement in their occupations as other employees’ may not. Hackman and Oldham’s (1980) was found to be similar, they surveyed blue and white collar employees and characterized by great determination that finishing exciting projects was not as vital as job safety and recompense for blue collar workers. The determinations also suggested that motivating and varied coursework were of advanced significance to white collar employees when compared to blue collar employees (Hackman and Oldham, 1980). Research papers suggested that teachers, mangers, bank employees, healthcare services, salespeople are not satisfied with their job due to various issues. This review of literature analyses the empirical literature considering different working organizations employees’ occupation satisfaction and its related factors.

Literature Review

Okele & Mtyuda (2017) research outcomes indicated that a lack of resources, too much crowd of courses and indiscipline amid pupils were severe sources of disappointment amid teachers. Other causes of job dissatisfaction amid teachers are management consequences. All these factors create disengagement among teachers and filled negativity in their job.

Troesh & Bauer (2017) investigated job satisfaction and stress in second career teachers compared to first career teachers and the role of self-efficacy in this context. Results showed that second career teachers are highly filled with satisfaction with their occupation than first career teachers. Tharikh et
al. (2016) analyzed the data and results showed that workplace satisfaction, organization commitment and organizational nationality behaviour statistically important and optimistic relationship.

Spencer & Byrne (2016) suggested that senior level managers are having high job satisfaction than junior level managers. Darrat et al. (2016) suggested that amid salespeople with lower workplace satisfaction, organizational work embeddedness is optimistically connected with organizational deviance, interpersonal deviance and customer direct deviance. Nevertheless, amid salespeople with higher job satisfaction, job embeddedness is negatively connected with organizational deviance and not importantly connected with either interpersonal or customer directed deviance.

Robertson & Kee (2016) studied workplace satisfaction in a computer-mediated context, particularly with the use of social media. Results showed that workers satisfaction at work is optimistically connected by the quantity of moment they spend on facebook interacting by colleague. Also showed that part time workers reported having spent the greater quantity of moment on Facebook with their colleagues, and agreement workers reported the greater degree of work satisfaction at the place of work.

Monga et al. (2015) results disclosed that pay, social association, contact, attitude of seniors, workplace surroundings and team work have more bearing than the factors of training and progress, honours and recompense, job nature, safety of job, morale and role clarity in determining workplace satisfaction of bank workers. Saner & Eyupoglu (2015) investigated whether job satisfaction exists among bank employees. Study revealed that bank workers were moderately filled with satisfaction with their job.

A huge number of research investigations have addressed the consequence of female paramedical staffs’ job satisfaction. Lu et al. (2012) reviewed literature revealed lots of interesting components that add to the creation of an intelligence of contentment for female paramedical professionals. Moreover occupation contentment is a fundamental issue for healthcare professionals all around over the world (Doef et al. 2012). Probes revealed that managerial features of a arrangement (more often than not a hospice) can very much determine the occupation contentment for female paramedical professionals; such features are the personal shortages, lack of instruments, aim to depart and many more (Liu et.al. 2012).

Current organization thinks that the job contentment of female paramedical professionals is the outcome of logical organization and has a strong connection by good management and inspiration to health care organizations (Giallonardo et al. 2010) leadership and work engagement (Wong & Laschinger 2013). At last, contentment with job for female paramedical professionals has a greater relationship with exact issues such as work-related surroundings (Hamama et al. 2014) (Kinzl et al. 2004) or ethics (Goldman and Tabak 2010).

Platis et al. (2015) investigated quality of occupation contentment with self occupation contentment for female paramedical professionals are taking place. Results revealed that proper management playing an important role in creating superior surroundings in the place of work. A current female paramedical professionals management has to face a lot of demanding situations such as fast changes in the area of medical and paramedical services, difficulty of female paramedical professionals profession and of course the mental effects incurred by the nursing work. Additionally, the skill of female paramedical professional’s managers to talk with the workers and honour their opinions in considered of high significance for the female paramedical professional’s staff. The association amid output and contentment in job is also measured strong. Particularly for medical and paramedical services, personal emotions, opinions and even attitudes of female paramedical professional’s play a vital role in their performance. The investigation of this research highlights several matters such as intensions, awareness, individual culture, which requires further investigation. Bardan & Youssef-Morgan (2015)
found that expectation, resilience and positivity, individually and when formed into a whole into the high order several dimensions construct. Psychological capital, are optimistically connected to the work contentment of employees.

Lu et al. (2007) found 50% of nurses were extremely filled with satisfaction with their occupations along with fifteen percent found severe occupation pressure. Most of the sample population described as a higher level of organizational and professional commitment and in that order reported very low level of role conflict and role vagueness often. Diploma nurses described superior professional commitment as well as a low degree of role clash than those nurse who are with a graduation degree, other than there was no major difference found in occupation satisfaction, work commitment, job pressure and role vagueness by educational qualification. Hospital paramedical female professional’s optimistic feelings concerning their occupation lives can be determined by growths in the healthcare organization and the female paramedical professionals. Female paramedical professional’s educational qualification level is a determining issue on their views as well as experience of their occupation lives by the determinations proposing the need to expand a medical profession steps for female paramedical professionals.

Occupation satisfaction amid female paramedical professionals’ has been named as a fundamental issue in female paramedical professionals earnings by the observed literature telling with the intention of it is associated to a number of organizational, specialized plus individual variables (Lu et al. 2005). Aiken et al. (2001) detected occupation dissatisfaction amid female paramedical professionals was very high in United States and than in decreasing order as Scotland, England, Canada and Germany. 1/3 of female paramedical professionals in England and Scotland and 1/5 in the US designed on departure their occupation between one year data collection. Discovering additional, nevertheless, was that 27-54% of female paramedical professionals less than thirty years of age almost intended on departure between twelve months of data collection in all countries. While equated by other countries, the female paramedical staff in Germany sixty one percent described to they were additional filled with satisfaction through the chances for progression at the same time as the female paramedical staff in the United States fifty seven percent and Canada sixty nine percent found extra filled by means of satisfaction by their wages.

Adamson et al. (1995) detected that Great Britain of female paramedical Professionals sensed themselves to be extra disgruntled than Australian female paramedical Professionals. Srivastava (2013) revealed that occupation contentment was optimistically connected to organisational commitment along with belief and locus of control moderated occupation contentment and organisational commitment association.

Koustelios (1991) reviewed number of research studies associating occupation satisfaction with a number of features of organizational tradition: organization mass, workers background, attitudes and national tradition. Also, he found that there was an important dissimilarity in occupation satisfaction amid workers who function in dissimilar organizational culture. In addition, found that at what time workers have a matchup among their current and wanted tradition, they are happier by means of the intrinsic features of their work. Consequently, it can be said that an organization’s inner tradition is calculated and calculated as division of its workers national tradition, demographic characteristics and person features.

Grant, Christianson & Price (2007) globally different working organizations and institutions has become a purpose of theoretic attention and wide research. Organizations overall wellbeing is depicted as the way in which its function and worth are sensed by workers of that organization (Warr, 1992). In addition, includes that workers’ bodily and psychological health, level of happiness and societal wellbeing, which are all connected with the name job satisfaction.
Satisfaction of job is an outcome of worker’s observation of how healthy his/her work providing those things that are considered as significant. Appraisal of work experience is defined as the enjoyable and optimistic state of an employee (Locke, 1976). An individual’s expectations and his or her actual accomplishments affects on the job satisfaction and job dissatisfaction. Herzberg et al. (1959) developed a two factor theory, according to two factor theory to which both these work contentment and job discontent are the two split and from time to time ever not related, phenomena, which should not be calculated on the same time. Two types of factors are under this theory, intrinsic factors and extrinsic factors. Intrinsic factors are considered as motivators or satisfiers and extrinsic factors are perceived as hygiene factors as dissatisfies.

Hackman and Oldman (1975) organized model of occupation contentment, according to that model which workers are extra probable to respond optimistically to their job if they experience the emotion that their job is extraordinary and that they are only answerable for their work performance and if they are conscious of their authentic work performance. Kennerly (1989) disclosed correlation among satisfaction with job, leadership behaviours and organizational traditions. Further specially, organizational behaviours, like warm heartedness amid workers, common trust between employees, honour and understanding among workers and supervisors can be important forecasting components of the occupation satisfaction experienced via workers in the area of healthcare services.

In a chronological summary of the conception of occupation satisfaction, Holland (1989) proposed with the purpose of happiness and satisfaction of work with one’s exacting occupation is a by product of gathering diverse motivation requirements inside the worker. Aspiridis (2013) disclosed relationship among leadership and occupation satisfaction on the consequence of music on top of workers’ performance in organization. Particularly, workers who listened to traditional music at the time of work described an additional enjoyable operational surroundings as well as a boost in output. On the whole, the superiors’ decision to playing music at the time of job hours was measured to contain an optimistic impact on the workers’ competence and produce a common emotion of happiness inside.

Belias & Koustelios (2014) Research results revealed that these type of organizational behaviours like lovingness amid workers, mutual trust, obedience and resonance among workers and supervisors can be a important forecasting factors of the occupation contentment experienced by workers. In addition, inside organization which are elastic and accept the participative supervision type, with stress in communication and workers’ honour, the second are more probable to be happy, happen afterwards as a consequence in the organizations success.

Hancer & George (2003) showed fifty point two percent of the employees had low degree of job satisfaction, where as twenty five point six percent showed a normal degree of work satisfaction and twenty four point two percent showed a higher degree of work contentment. Findings revealed significant difference in work contentment scores was establish among the pairs inside the sub groups of age of the employee, occupation tenure, sex, and occupation category. Workers who are highly filled with satisfaction with their occupations are carefully weighed to be additional resistant to change of position with their organizations (Hartman & Yrle 1996).

Sousa-Poza & Sousa-Poza (2000) analyzed the causal factors of occupation contentment in cross-national surroundings. Results revealed that employees in all countries are moderately pleased. Denmark is the country with the greatest work contentment stage, the united states is ranked seventh, Great Britain fifteenth, Japan nineteenth, and Russia twentieth. Countries with high work role outputs, in general, have a high occupation contentment ranking, and vice-versa. Having an exciting occupation and having healthy relationships with management are the two most significant work role outputs, and having a fatiguing occupation is the most vital work role input. Employees in Eastern European countries are likely to value elevated income.
Schimdt (2007) examined the association amid contentment with employer provided place of work training and on the whole occupation satisfaction of client get in touch with legislative body. Results revealed that important rapport was found among occupation training satisfaction and on the whole job satisfaction. Components of work training, with time spent in training, training methodologies, and content, were determined to be important in their bond to occupation training satisfaction, and trainees were importantly more filled with satisfaction with the training they received when the methodology in employment was their preferred one. On the basis of these results, conclusions were drawn and recommendations for researchers and practitioners in the field of HRD were made.

Occupation satisfaction is frequently observed by how well the result go beyond expectations and it act several connected attitudes such as occupation itself, salary, endorsement opportunities, management and co-workers which are most vital characteristics of a occupation about which individuals have effectual answer (Luthans, 1988). Occupation contentment is so significant that its nonexistence often leads to weariness and cut down organizational commitment (Moser, 1997).

Disgruntled workers are more likely to give up their occupations or be not present than fulfilled workers (Rusbult et al. 1988). Individuals who take pleasure in their occupations are appropriate to use time learning additional about it and linking with persons who are also concerned. Work satisfaction can be optimistically connected to one’s choice to become accustomed to changing situations even when situations are disappointing or disruptive. It encompasses welcoming occupation and organizational alters, carry on working rather than ceasing.

Alniacik et al. (2012) revealed that organizational commitment and occupation satisfaction has an optimistic relationship on career motivation. Parthi & Gupta (2016) indicated significant gender differences on the sub dimensions of optimism and resilience of psychological capital. Female employees were also observed along the dimensions of reward and interpersonal relations and altruistic behaviour for organizational climate. Job satisfaction is the key to success for an employee.

Spector (1997) presented that job satisfaction has high relevance for organizations because job satisfaction is an indication of psychological wellness, organizations can take on a practical situation in which workers’ behaviour would be expected to determine organizational operations according to the workers’ level of occupation satisfaction or dissatisfaction, and it can be an indicator of organizational operations.

Gagnon et al. (2006) showed female paramedical manger’s leadership playing a positive role for other female paramedical professionals and support ability and found strong significant relationship among them and their observation of the training surroundings and psychological experience at the workplace. Findings showed clearly and suggested that the funds using for the development of female paramedical professional managers’ management and support abilities had an encouraging and optimistic impact on female paramedical professionals’ perceptions and mental experience at place of work. Also, showed some of the sources that are responsible for job dissatisfaction are paramedical department problems, like lack of assets etc and systems inconvenience.

Crossman & Abou-Zaki (2003) indicated that work satisfaction is not independent in every job aspect along with that satisfaction with work with one part may lead to satisfaction with another aspect. Woman workers were detected very less fulfilled by every aspect of job except for salary. Employees by means of lower qualifications in education were slightest fulfilled with their jobs and self-reported work presentation was found to boost with tenure. Reddy et al. (2016) analysed it was found that, demographic variables are having a greater impact on the employee satisfaction levels. Factors like pay, Pay, Promotion, and Supervision etc. are having significant roles in deciding the satisfaction levels.
Conclusion

To conclude all above the literature related to job satisfaction among different working organizations with many variables such as occupation commitment, leadership, work engagement, gender, self job satisfaction, efficacy, resilience, optimism, educational qualification, job dissatisfaction, organizational culture, music, work training, psychological capital, organizational climate, demographic variables etc. Demographic variables impacted greater on the employee satisfaction levels. Job satisfaction is may be dependent on the some of the job aspects not on all and it also differs on gender too. Job satisfaction is an indication of psychological overall wellness. Female employees were also observed along the dimensions of reward and interpersonal relations and altruistic behaviour for organizational climate. Job satisfaction is the key to success for an employee and for the organization productivity. Organizational commitment and occupation satisfaction has an optimistic relationship on career motivation. In one study showed that (Sousa-Poza & Sousa-Poza 2000) employees in all countries are moderately satisfied. Workers who are highly filled with satisfaction with their occupations are carefully weighed to be additional resistant to change of position with their organizations. There is an important dissimilarity in occupation satisfaction amid workers who function in dissimilar organizational culture. British female paramedical Professionals sensed themselves to be extra disgruntled than Australian female paramedical Professionals. A current female paramedical professional management has to face a lot of demanding situations such as fast changes in the area of medical and paramedical services, difficulty of female paramedical professionals profession and of course the mental effects incurred by the nursing work. Female paramedical manager’s leadership playing a positive role for other female paramedical professionals and support ability and found strong significant relationship among them and their perception of the training surroundings and psychological experience at the place of work. Research studies showed that teachers are not satisfied with their job due to various issues. And senior teachers are highly satisfied than junior teachers. Senior managers are satisfied with their jobs than new managers in organizations. Salespeople are in both categories found high and low job satisfaction. Social media in workplace also connected with high job satisfaction. Bank employees having moderately kind of job satisfaction and salary, interpersonal relationship, communication, attitude of superiors, working surroundings and team work affecting on their workplace satisfaction.

On the basis of literature, female professionals facing the problem of job dissatisfaction among healthcare organizations. Results have implications for Facebook as a strategic platform for promoting employee satisfaction at work, and Facebook a social networking platform for part time employees seeking further social integration and professional connection. Other researchers showed that job satisfaction is significant for each and every level of employee in every organization and in both private and government sector. Job satisfaction is completely related to with the physical and psychological wellbeing of an individual. We need to improve satisfaction of job amid female professionals and need to provide some techniques and management skills to enhance their level of job satisfaction. Social media at work have implications for Facebook as a strategic platform for promoting worker satisfaction at work, and Facebook a social networking platform for part time workers seeking further social integration and professional connection. Future researches should be emphasis on female professionals and all the different working organizations and try to improve the job satisfaction and need to remove dissatisfaction causing factors.

References:


