

Title	Job satisfaction as an indicator of the quality of employment
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Source	Social Indicators Research volume
Pub Date	1974
Abstract	<p>It is suggested that the quality of employment should be assessed from the value perspectives of the employer and of society as well as the perspective of the worker. The prevailing conception of the nature of job satisfaction, and the associated measurement methods, provide useful but unnecessarily limited indicators of the quality of employment. An enlarged conception is offered as to the nature of job satisfaction, its causes, and its possible consequences. The implications of this conception for the utility of satisfaction measures as social indicators are examined as to three aspects: The psychology of job satisfaction; The sociology of job satisfaction; The approach and technology of using subjective satisfaction measures in conjunction with other indicators. The view is expressed that direct measures of subjective job satisfaction are an essential component in any effort to make comparisons or monitor changes in the quality of employment, but that such measures, like other subjective and objective indicators, have ambiguous meaning if used alone.</p>