

Title	UNDERSTANDING JOB SATISFACTION
Author	Michael M. Gruneberg
Source	THE MACMILLAN PRESS LTD
Pub Date	1979
Brief Introduction	<p data-bbox="475 439 679 495">Preface</p> <p data-bbox="483 568 1281 813">This book is intended to introduce the manager and the student to the complex topic of job satisfaction. No attempt therefore is made to cover the extensive research literature in detail and no attempt is made to cover every last aspect of the topic. Rather the intention of the book is to consider what job satisfaction is and how it might be improved, and to cover the major factors which affect and are affected by job satisfaction.</p> <p data-bbox="483 819 1286 1637">The first chapter introduces the topic and sets it in its historical context. Chapter 2 examines the theories which have been put forward to account for job satisfaction, including Herzberg's famous two-factor theory and theories of value fulfilment and equity. Chapters 3, 4 and 5 deal with factors which affect job satisfaction, including consideration of the importance of the work itself, and context factors such as pay, security, participation in decision-making and the social situation in which work takes place. Also considered are the effects which factors such as sex, age and education have on job satisfaction. Chapter 6 examines the consequences of job satisfaction and dissatisfaction, particularly the important question of the relationship between satisfaction and productivity, and the 'common sense' assumption of a direct relationship between job satisfaction and productivity is shown to be questionable. The chapter also considers the effects of job satisfaction on other factors of economic importance, such as absence and turnover, as well as on factors such as mental health. The final chapter examines ways of improving job satisfaction through the redesigning of jobs by techniques such as job enrichment. The evidence for job improvements through job enrichment is examined, limitations of the approach are pointed out, and steps indicated for the implementation of a job enrichment programme.</p> <p data-bbox="483 1666 1257 1968">Of course, no introductory book on job satisfaction can cover all aspects and give the reader complete expertise in carrying out job improvement schemes. It is intended, however, that by the time the reader has finished the book, he will appreciate the major problems involved in the area and will be in a position to understand both the theoretical background to job redesign and its limitations, so that he can make an informed judgement on the relevance of the whole area of job satisfaction to his particular situation.</p>