

**As most people spend a major part of their adult life at work, job satisfaction is an important element of individual wellbeing.**

**What factors contribute to job satisfaction?**

**How realistic is the expectation of job satisfaction for all workers?**

A Job as we know today takes almost ~~the~~ most of our time and in fact many of us live in our workplaces rather than our homes. In this situation, some elements in our job and workplace are essential for the sense of fulfilment and it would be achievable for everyone in favorable conditions.

From most researchers' viewpoint, job satisfaction is a multidimensional psychological phenomenon which hardens enumerating of job satisfaction factors. In other words, this is completely related to each person and their personality. For instance, some people are hungry for hunger of appreciation, a feeling that they did not receive in childhood and now they seek it in workplaces and when they get it in there, they will be satisfied. Moreover, for most workers, a combination of factors contributes to their happiness and job satisfaction and this component is not the same for all. For some, fringe benefits are more important than their coworkers and some prefer to get promotion opportunities and having a plain career path rather than job security.

Prospecting for a satisfactorily reasonable job, however, ~~that~~ is another story. Working conditions vary in each company and depending on financial conditions, work legislations and management policies, employees can expect for some of their preferences. Indeed, it is hard to find someone being entirely satisfied with their job and they have to content themselves with the circumstances.

In conclusion, while there are a lot of factors like appraisal, communication, the workplace environment, personal growth and recognition affecting our feeling on about a job, this is the character defining job satisfaction or even happiness generally.