

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 worker?

One's Job is an inevitable part of everyone's life. Furthermore, people consume **the** main part of their daily time at work and it is imperative to enjoy it.

Job satisfaction the same as happiness has not determined factors and it ~~is~~ varies between employees, for instance in a software company you can find two developers with **the** same level and earning ~~that~~ one of ~~them-whom~~ is happy with his work, while the second developer is looking for a new job position because he ~~are-is~~ not satisfied with his career. Job satisfaction is related to many items, for instance, people's characters and their plan for progress in future. Enjoying ~~with-a~~ stable position, people who ~~are not adventurous have-not risky character~~ because they prefer working with one employer and don't like changing the job, in contrast people who ~~are-take~~ risky in their life prefer challenging jobs with flexible salary because they have an ambition to do great jobs and getting a high position in their future.

In spite of aforementioned, some items have positive effects on most of the employees and as result of ~~which-them~~ they can ~~bring cause well jobemployee~~ satisfaction, Such as having ~~the-an~~ employer who is caring about ~~hisits~~ employees. This is because ~~that~~ employers ~~are~~ care about health, family, progress of their workers. **A** Friendly environment is another factors that has significant effect in job satisfaction and that is why employees ~~are~~ enjoyed working ~~familiar-in a friendly way~~ together and they do ~~notn't~~ feel any ~~thing/issue~~ bothering ~~items on the part of the from~~ co-workers.

In conclusion, Though job satisfaction items are different ~~amongbetween~~ workers, with a multidimensional approach to employee satisfaction it is possible to find some common factors.