

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

What factors are important to job satisfaction

How realistic is the expectation of job satisfaction for all worker ?

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In our contemporary world, the individuals' career is part and parcel of their lives and, arguably, job satisfaction is of the essence to healthy outcomes- whether in their career life or their private one. Enjoying due job satisfaction rests on the bedrock of both extrinsic and intrinsic determining factors. The former ~~is~~ consists of manifold contributors, including a sustainable income, perks and organizational justice, and the latter comprises aspects such as an optimistic outlook and a positive self-image.

An emerging body of research provides data as to how the staff perception(??) of organizational justice is inextricably intertwined with their satisfaction, emphasizing the fact that job satisfaction cannot be achieved should administrators not lavish special attention on this very issue. Although there is more to being gratified with one's career lot than possessing a steady job and added incentives like perks, it is undisputable that this aspect of vocation is key to job satisfaction. Hardly ever is it feasible to obtain high satisfaction if you are trapped in a low-paid, dead-end job as compared to a lucrative one with special perks and financial incentives.

Conceive of a situation in which an employee is in possession of a remunerative position with an environment conducive to high organizational justice, but nonetheless it is not his niche; would he be feel fulfilled? Only when someone has founded their niche commensurate with their predilections, will they be liable to obtain an optimistic attitude towards their career, thereby feeling sufficient satisfaction. By the same token, the workforce who has a self-image of ~~a~~-higher standards is more likely to enjoy job satisfaction of higher quality in that not only would they not undermine their successes and capabilities, but they will also cope with their failures far more healthily.

Albeit sounding ambitious, providing all the staff members with job satisfaction is not inconceivable. By contrast, it is attainable provided that no effort is spared with the aim of improving the staff wellbeing and the job environment.

The main conclusion to be drawn is that job satisfaction for all workers is not a false dawn and, although albeit hard to achieve, through promoting manifold factors it might be on the horizon.

361 words !