

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?

Nowadays, the burden of the cut-throating business competition is on the shoulder of the workforce. As a result, the work/life balance of the employees is conflicted, and also their wellbeing is threatened by toiling, hence the necessity of promoting job satisfaction.

Some factors would have a positive effect on providing a more appealing workplace for the employees if they are adopted by employers. First of all, the sense of doing valuable work and being beneficial should be stimulated by the managers. Moreover, positive feedbacks and outstanding appraisals would persuade the personnel in terms of performing in the best interests of the company. Secondly, the picture of a dead-end job might be built up in employees' minds, particularly in demanding jobs. Thus, the authorities who care about productivity have to provoke the notion of having good career prospects among the employees, while there could be no promotion for them. This measure would inject the sense of hope and thrive-growth in the workplace by the means of delivering ~~properly~~ the responsibilities properly. The Sense of belonging to a team is the third factor which contributes to job satisfaction. Establishing workers' clubs and unions would play a key role in ~~conducting-establishing~~ a friendly relationship between the workforces. A working ~~community-~~atmosphere provides the personnel with an opportunity to help each other to enjoy their work lives.

I have to admit that in reality many workers all around the world are doomed to continue their arduous and dead-end job because they are aware of the fact that there are numerous unemployed job seekers (who are) willing to seize their position. This competitive situation has made the employers reluctant to adopt any measure that would ~~involve spending~~have-expenditure-on-them.

To sum up all the statements above, the aforementioned business competition has a dire consequence on the workforce's wellbeing and job satisfaction. Therefore, the government and workforce union must compel the employers to implement the factors that are mentioned above, in order to promote more pleasure for their personnel.