

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?

Job satisfaction has become a significant criterion which represents the overall quality of people's life due to the considerable amount of time which working allocates to itself in everyday life.

A variety of factors determine the job satisfaction among which the most familiar one is enough/sufficient/adequate/decent income. In fact, early primitive models of evaluating job satisfaction overemphasized the importance of how much money one could earn in one's job.

However, recent researches have shown that there exist many other factors which can play an effective roles in determining job satisfaction. First of all, one should be interested enough in the type of occupation which one acts on and the technical aspects of one's job should be attractive and enjoyable enough. A major factor which is at play in-work here is that the qualifications and requirements of one's job should match one's his or her talents and moods.

Another variable which determines deremines the job satisfaction to a considerable extent is the intimacy in relationship between colleagues. In relation with this factor, cooperative traits of the job process must improve. If co-workers (and colleagues) experience warm and close relationship among each other, the exhausting atmosphere in the workplace will disappear in turn. Applying a democratic model of management could be very helpful in this respect/regard.

However, expecting a high level of job satisfaction for all workers and in the whole parts of a society is too optimistic due to the large amount of obvious inequalities between different social classes. Various false discriminations make it almost impossible for such dreams to come true.

In sum, as history has shown, the wellbeing of the ruling classes is often achieved at the expense of of other classes being aggregiously exploited and degrades in price of an-apparent exploitation of other classes and degrading them.