



**Assessment of Employees Job Satisfaction:
The case of Tabor Ceramic Company**

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Abstract:

The study was identified the positive and negative relationship between job satisfaction and demographic characteristics. It was discovered the minority of employees acquired their job satisfaction from having harmonic work relationship with peers, responsibilities, verbal communication, working hours and quality technical supervision from the company and employee. It was found that 20 % employees of the company are satisfied with their jobs. It was also found that employees mostly derive their job dissatisfaction from the absence of good company policy, good working condition, recognition for work done, promotion, responsibility, creativity and independence, participation, involvement in decision making, training and development provided, work itself, job security, position of occupation, the amount of reward receive for work done, technology employed, relationship with boss of the company under employed. It was found that 80 % employees of the company are dissatisfied with their jobs.

Key words: job security, satisfaction, promotion, responsibility

Introduction

There are several different ways of approaching job satisfaction. In the past, the trends have concentrated on, for instance, finding out the general job satisfaction of workers, which is the global approach which involves finding out which elements of the job all contribute to job satisfaction. By studying job satisfaction through different areas of the work it is possible to later improve the areas that workers are dissatisfied with. The global approach is useful when the researcher wants to find out the possible effects of satisfaction or dissatisfaction (Kreitner and Kinicki, 1998). According to Taylor's (1911), job satisfaction is based on a most practical & essentially pessimistic philosophy that man is motivated by money. Hoppock 1933, as cited in Saiyadain, 1999) prior this period observed that job satisfaction is a combination of psychological, physiological & environmental

circumstances that causes a person to say, "I am satisfied with my job". Such a description indicates the variety of variables that influence the satisfaction of the individual but tell us nothing about the nature of job satisfaction.

Objectives of the Study

The main objective of the study is assessment of employees' job satisfaction at Tabor Ceramic Company.

- To identify factors contributing employees job satisfaction in the company under study.
- To analyze the level of employees job satisfaction in the company under study.

To identify the relationship between job satisfaction and demographic variables understudy.

To suggest certain improvement measures (if any) based on the findings of the study to improve job satisfaction.