**Keys to Job Satisfaction**

**Do you get a satisfied feeling after a hard day at work?**

If some job satisfaction surveys are to be believed then as many as a third of us are considering a change of job. Clearly many are finding it hard to get that feeling of satisfaction from work.

Job satisfaction is important not just because it boosts work performance but also because it increases our quality of life. Many people spend so much time at work that when it becomes dissatisfying, the rest of their life soon follows.

Everyone's job is different but here are 10 factors that psychologists regularly find are important in how satisfied people are with their jobs.

**1. Little hassles**

Actually, people's job satisfaction is surprisingly sensitive to daily hassles. It might not seem like much but when it happens almost every day and it's beyond our control, it hits job satisfaction hard.

This category is one of the easiest wins for boosting employee satisfaction. Managers should find out about those little daily hassles and address them—your employees will love you for it.

**2. Achievement**

People feel more satisfied with their job if they've achieved something. In some jobs achievements are obvious, but for others they're not. As smaller cogs in larger machines it may be difficult to tell what we're contributing.

**3. Feedback**

There's nothing worse than not knowing whether or not you're doing a good job. When it comes to job satisfaction, no news is bad news. Getting negative feedback can be painful but at least it tells you where improvements can be made. On the other hand, positive feedback can make all the difference to how satisfied people feel.

**4. Complexity and variety**

People generally find jobs more satisfying if they are more complex and offer more variety. People seem to like complex (but not impossible) jobs, perhaps because it pushes them more. Too easy and people get bored.

To be satisfied people need to be challenged a little and they need some variety in the tasks they carry out. It sounds easy when put like that but many jobs offer neither complexity nor variety.

**5. Control**

You may have certain tasks you have to do, but how you do them should be up to you. The more control people perceive in how they carry out their job, the more satisfaction they experience.

If people aren't given some control, they will attempt to retake it by cutting corners, stealing small amounts or finding other ways to undermine the system. Psychologists have found that people who work in jobs where they have little latitude - at every level - find their work very stressful and consequently unsatisfying.

**6. Organisational support**

Workers want to know their organisation cares about them: that they are getting something back for what they are putting in. This is primarily communicated through things like how bosses treat us, the kinds of fringe benefits we get and other subtle messages. If people perceive more organisational support, they experience higher job satisfaction.