Which work factors determine job satisfaction?

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Job satisfaction improves mental health. Task variety, colleagues, and general working conditions improve overall job satisfaction.

Take Home Messages:

Task variety was the major component influencing overall job satisfaction.

Task variety is a component of jobs which is often not particularly difficult to change, and it is important managers understand the value of creating task variety.

Satisfaction with colleagues and general working conditions also influenced overall job satisfaction, but salary, meetings, work times and work pace did not.

Why the research matters:

Higher levels of job satisfaction have been shown to be associated with better mental health.

Job satisfaction is determined by personality factors (the person's makeup) and the environment (workplace factors). Some studies have suggested up to 45% of job satisfaction is due to the person's personality.

Understanding workplace influences on job satisfaction is important. This can have an impact on the individual's wellbeing, as well as the health of the organisation.

What the research involved:

The authors of this study, undertaken in the Netherlands, gave over 800 employees a survey to complete to measure job satisfaction and asked questions about components that contributed to job satisfaction. The 800 people were from various companies, and 63% completed the survey, which is typical for this type of survey.

The questionnaire asked people to rate their satisfaction on a 7 point scale, and then asked the person to rate their satisfaction with colleagues, work times, task variety, etc.

The study found that most people had reasonable levels of satisfaction with their job, with the overall satisfaction rating of 5.3 on a scale of 1 to 7.
The authors then analysed the data further, to see which of the specific satisfaction ratings had the greatest influence

**Summary of research findings:**

Task variety was found to be the factor that had the greatest impact on overall satisfaction. Through complex statistical methods, the authors noted that task variety explained 47% of the overall job satisfaction.

Factors that influenced the overall level of job satisfaction (statistically shown) were:

- Task variety
- Satisfaction with colleagues
- Working conditions

Factors that were not shown to influence the level of job satisfaction (statistically shown) were:

- Work times
- Salary, work meetings
- Work pace

**Original research:**

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