I am Satisfied With My Current Job

Understanding the Issue

This theme measures employees' perceptions of how satisfied they are with their current job.

Satisfaction at work is based on a combination of intrinsic and extrinsic factors. Intrinsic job satisfaction is a result of feeling content with the work itself and the responsibilities that go along with it. Extrinsic job satisfaction has more to do with the work conditions such as salary, job security and relationships with coworkers and supervisors.

The results for this theme may contrast with those for
Job Security
Satisfied with Pay
Employee Workload
A Good Place to Work.

Factors that Influence

+ Job Security
+ Fair and equitable practices
+ Solid comm. channels
+ Mgrs. who lead by example

Recommended Action Items

Consider implementing the following action items as part of your personalized strategy to improve the level of employee engagement within your team.

1 Celebrate Successes

Credit employees where credit is due, whether in person, through emails, at meetings, etc. There is a tendency for leaders to be vocal about mistakes more often than triumphs. Leaders should use constructive feedback to encourage greater levels of mutual respect. They should also practice regular & frequent modes of celebrating accomplishments.

2 Know Causes of Employee Dissatisfaction

The things that make people most satisfied in the workplace tend to be things money cannot buy, such as feeling passionate about their jobs, feeling valued, growth opportunities, work-life balance. Organizations need to know which factors negatively impact employee job satisfaction to ensure they have procedures in place to minimize them.

3 Making Work Interesting

Challenging work is satisfying work. Providing autonomy allows workers to develop their challenges and find ways to overcome obstacles, leading to a more fulfilling work experience. Support employees to strive for higher goals and foster career development, training and mentorship opportunities.

4 Proper Fit

People are naturally more engaged in work that puts their talents to good use. One-way organizations can foster employee engagement is by ensuring that employees have a clear understanding of how the work they do correlates with the company's goals. Give employees the chance to take responsibility for their own workspaces and to apply individualized touches. This embeds a sense of belonging and supports job satisfaction.

Why is this Important?

Workers who are not satisfied with their current jobs indicate that the top reasons for their dissatisfaction are not being paid enough, absence of room for progression and poor company culture.

Keeping employees engaged and satisfied helps strengthen a company in many ways, including: Respect – employees rate respectful treatment of all employees as a critically important component of job satisfaction.

Trust – employees specify that trust between themselves and senior management is a highly important satisfaction factor.

Security – employees indicate there is a strong link between wondering whether their jobs are secure and increased levels of anxiety.

Healthy Environment – A workplace that has a work culture free of morale issues and harassment and one that fosters work-life balance is an environment that offers high levels of employee satisfaction and engagement.

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Work-Life Balance

Understanding the Issue

This theme measures employees' perceptions on how well they feel they are able to balance the relationship between their work land personal life.

Work-life balance is an important aspect of a healthy work environment. Maintaining a work-life balance helps reduce stress and prevent burnout in the workplace.

One common thread among the various theories on work-life balance is the importance of minimizing work-related stress and establishing a stable and sustainable way to work while maintaining health & general well-being.

The results for this theme may contrast with those for Employee Engagement Amount of work is reasonable My Manager has a sincere interest in my well-being

Recommended Action Items

Consider implementing the following action items as part of your personalized strategy to improve the level of employee engagement within your team.

1 Flexible Work Schedules

Simply providing workplace flexibility leads to a better work-life balance. Leaders should consider options such as - flex-time, remote work, work from anywhere, and other ways to satisfy and engage employees. Studies show flexibility results in higher productivity and lower turnover than compared to more rigid environments..

2 Embrace Change

The needs & wants around work-life balance constantly change over time. Leaders must have an ongoing and open dialogue with their employees to discern what works best for them. Numerous workplace efforts to support employees result in lowering stress levels, lessening the risk of burnout and generating a greater sense of well-being.

3 Stress Management

While some levels of stress can be very productive, prolonged and high levels of stress can lead to mental health problems, including burnout and depression. Research suggests that rest and being able to detach from work are vital for reducing stress. When employees report that their jobs are either 'very' or 'extremely' stressful, this itself substantiates that work-life balance is increasingly important.

4 Feedback & Suggestions

Develop a strategy for work-life balance based on employee feedback. This input may point towards the deeper relationships between work-life balance factors such as stress levels, employees' perceptions that the company cares about work-life balance and how well management supports them in achieving work-life balance. These metrics can reveal the key drivers of employee engagement as well as point towards areas of improvement.

Why is this Important?

Chronic stress is one of the most common health issues in the workplace. An imbalance between work and personal life can have a negative impact on how individuals relate and react both in and outside work.

Employers who are committed to providing environments that support work-life balance for their employees save on costs, experience fewer cases of absenteeism and create a work culture of more engaged, loyal and productive employees.

Factors that Influence

+ Nature of schedule
+ Stress levels
+ Employee Engagement
+ Goal Setting

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Job Security

Understanding the Issue

Job security is the probability that employees will keep their jobs.
Jobs with high levels of security are ones where workers have a small likelihood of becoming unemployed.

Job security is dependent on the economy, prevailing business conditions, and employees' skillsets.

This theme measures employees' perceptions as to how secure they feel their job are. The results for this theme may contrast with those for
Good Place to Work
Employees Valued at Work
Satisfied with Current Job.

Factors that Influence

+ Workplace Culture
+ Work-life balance practices
+ Workload scheduling

Recommended Action Items

Consider implementing the following action items as part of your personalized strategy to improve the level of employee engagement within your team.

1 Supervisor Relationships

The quality of the Manager/Supervisor relationship significantly impacts feelings of job insecurity. Managers should focus on being better coaches that provide meaningful feedback and empower their employees to excel in their roles. Doing so will reduce setbacks in productivity, improve engagement and employee wellbeing.

2 Skills Development

Job security depends on having the necessary skills and experience that are in demand. Individuals with requisite skills are more in-demand by employers and tend to enjoy higher job security. To combat these feelings organizations can offer training programs to develop additional skills outside of employees' current job functions.

3 Health & Wellness Initiatives

There is a direct relationship between mental health and job insecurity. Having access to meaningful coping strategies plays a role in moderating this relationship. Leaders should look for warning signs. When employees seem distracted, display negative behaviors or are withdrawn, preventative measures should be put in place to help them.

4 Open Communication

As job insecurity consists of subjective perceptions, it is difficult to reduce feelings of insecurity amongst employees. It is important to provide regular feedback to all employees to communicate to them that they are valued, safe and secure in their role. When workers do not receive sufficient information about organizational changes that threaten job security, it tends to fuel rumors and increases insecurity regarding potential job losses.

Why is this Important?

Employees want to know that their jobs are safe and secure and that they are valued by the organization they work for.

Job insecurity can lead to significant adverse effects, from employee health problems to stifled employee engagement. Lack of job security causes higher levels of stress which can lead to decreased organizational performance.

Research confirms a significant connection between job security and employee engagement. The odds of engagement decrease by 37% among employees who are insecure about the stability of their jobs.

Commitment to Company

Understanding the Issue

This theme measures the likelihood of employees continuing their careers with the organization where they are working for at least two more years.

The results for this theme may correlate with
Encourage Personal Dev.
Satisfied with My Job
Satisfied with Benefits

Employees who feel a strong sense of loyalty, enthusiasm and commitment to their places of work rarely look for other job opportunities. They have meaningful attachments due to their day-to-day experiences and buy-in to the goals and visions of the organization they are associated with.

Factors that Influence

+ Strong work culture
+ Clear Expectations
+ Employee Involvement

Recommended Action Items

Consider implementing the following action items as part of your personalized strategy to improve the level of employee engagement within your team.

1 Clarity of Expectation

It is important to clearly communicate the goals, vision, and mission of the workplace to employees, so they know what the organization expects of them. With clarity comes the determination to work and achieve excellence. Organizations need to keep an open mind to understand where they are not meeting employees' expectations and how they can further improve the work culture.

2 Foster Strong Work Ethics

Leaders need to ensure their organizations promote an environment that values honesty, integrity, and accountability. Ethics significantly impact how employees feel about their jobs and responsibilities. This involves attitude, behavior, respect for coworkers, effective communication, and interactions in the workplace. When employees witness these values as integral to their workplace, they are much more likely to stay and be committed and engaged.

3 Culture of Trust

Trust is an essential factor that fosters exceptional results and loyalty. It requires effort from management to promote a strong workplace culture. A culture of trust is built on a foundation of walking the walk, while talking the talk. By following through on these promises, organizations can expect longer commitments from employees.

4 Foster Growth

Organizations that help their employees grow both professionally and personally gain a higher level of employee engagement. Provide employees with learning opportunities, cross-training, mentoring and other methods to support their overall development. Focus on clarifying future roles/responsibilities as well as valuing & recognizing employee effort.

Why is this Important?

High levels of employee satisfaction in an organization are related to loyalty, work commitment and engagement.

On the contrary, dissatisfied employees have the tendency to lose interest in their work, feel undervalued and perform their duties in a lacklustre manner. They become disenchanted and may start looking for other job opportunities.

To promote a highly motivated workforce and prevent employee dissatisfaction, organizations need to:
- Promote a workplace culture where strong work ethics are rewarded.
- Celebrate employees' successes and workplace targets.
- Initiate ways to help employees develop new skills and grow.

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