

# 21 Lecture - MGT211

## Important Subjective

1. **What is job satisfaction? Explain its importance.**

Answer: Job satisfaction is the level of contentment an employee feels towards their job and their work environment. It is important because it leads to greater employee motivation, commitment, and productivity.

2. **What are the key factors that contribute to job satisfaction?**

Answer: Key factors that contribute to job satisfaction include job security, opportunities for advancement, work-life balance, fair compensation, good working relationships with colleagues and superiors, and recognition for good performance.

3. **What are some strategies for enhancing job satisfaction and morale in the workplace?**

Answer: Strategies for enhancing job satisfaction and morale in the workplace include providing opportunities for career growth and development, offering fair compensation and benefits, promoting work-life balance, recognizing employee achievements and contributions, fostering positive working relationships, and creating a supportive and inclusive work environment.

4. **How can a company measure employee job satisfaction?**

Answer: A company can measure employee job satisfaction through employee surveys, performance reviews, turnover rates, and absenteeism rates.

5. **How can a company address employee concerns about job satisfaction?**

Answer: A company can address employee concerns about job satisfaction by actively listening to employee feedback, addressing concerns promptly and transparently, implementing changes based on employee input, and providing opportunities for employee growth and development.

6. **What is the impact of job satisfaction on employee turnover?**

Answer: Job satisfaction is inversely related to employee turnover, meaning that higher levels of job satisfaction lead to lower turnover rates.

7. **How can a manager improve job satisfaction for their team?**

Answer: A manager can improve job satisfaction for their team by providing clear communication, setting achievable goals, offering constructive feedback and recognition, promoting work-life balance, and advocating for their team's needs within the company.

8. **Why is it important to address issues related to job satisfaction in a timely manner?**

Answer: It is important to address issues related to job satisfaction in a timely manner because unaddressed concerns can lead to decreased motivation, productivity, and commitment, as well as increased turnover rates.

9. **What are some potential negative consequences of low job satisfaction in the workplace?**

Answer: Potential negative consequences of low job satisfaction in the workplace include decreased productivity, poor work quality, low employee morale, increased absenteeism and turnover rates, and negative impact on the company's reputation.

10. **How can an employee take responsibility for their own job satisfaction?**

Answer: An employee can take responsibility for their own job satisfaction by setting clear goals, seeking feedback and development opportunities, maintaining good working relationships, advocating for their needs, and prioritizing work-life balance.