



# **“Understanding the Role and Significance of Job Satisfaction with regard to Employer and Employee Relationships in an Organisation.”**

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## **Abstract**

*A job provide people with a intelligence of fulfillment, productivity, and purpose. We are created to be active and creative people. Having a job that depends on a person to complete a task or role also convey a sense of duty to the employee. Job satisfaction of employees has a flow effect on the future hires of any organisation, a joyful employee would be a great brand ambassador for the organisation, this create a brand describe which is stronger for any organisation.*

*Index Terms- Employee, Employer, work, Organization, create, people, satisfaction, productivity, increase, roles*

## **Introduction**

A satisfied employee is not just a keep hold of employee but an ambassador for the brand, internally and externally. They are the ones who are tremendously loyal towards their organization and secure to it even in the most terrible scenario. They do not work out of any compulsion but because they dream of taking their organization to a new level. If a person is unhappy with their work, this could lead to dissatisfaction in other areas of their life.

# Why employee satisfaction matters?



**Higher Productivity:** Irrespective of job title and give grade, employees who report high job satisfaction tend to attain higher productivity. When someone is happy with their job, they spotlight well and they pay attention to their tasks.

**Better Clients Satisfaction:** Keeping employees safe and pleased can lead to higher sales and lesser costs. If the employees are satisfied with their job then they can give better client service and we know that customer maintenance and loyalty are dependent on the source of the given service of the employees. If customers' loyalty is increased, automatically it will show the way to increase profit.

**Make Higher Revenues:** No amount of training or motivation-would help, unless and until individuals extend a feeling of attachment and loyalty towards their organization. They do not come to office just for money but because they in reality feel for the organization and consider in its goals and objectives. They take pride in representing their respective organization and work hard to ensure higher revenues for the organization.

**Employees are the ambassador of the Brand:** If the employees are happy and fulfilled, they will increase head the best out the organization. But a dissatisfied employee expresses their negative perception more in external forums than internal ones which can distress the equity of the organization. And when an existing employee bad mouth about the company, it reduce the prospects of the listener to join the company and the status of the organization is impacted.

## Increased Attendance

Offering employee benefits can help boost up employee attendance in a number of ways. The main causes of non-attendance are health issues, family commitments, and finances. While you finally can't prevent your employees or their families from receiving sick, you can support their wellness and contribute to an environment that is helpful to work.

For example, when your workforce has entrance to great health benefits, they're less likely to miss work for health reasons. Additionally, submission flexible work schedules as a benefit can reduce the amount of work your employees miss. When they're bright to work from home and at times more convenient for them, they can take care of family and financial matters while left over productive at work. Plus, offering benefits can diminish the number of financial tasks your employees must make.

**Healthier and Happier Employees offering** benefits means your employees will most probable be in good health. They'll go for extra medical checkups and proactively take care of themselves. Your employees will likely treat illnesses rather than coming into the office sick and infecting everyone else.



**Presenteeism**—working while sick—can even be poorer than absenteeism. When your employees come to the office although sick, their quality of work decline, they're less productive, and they're more likely to make costly errors. Simply put, contribution great benefits results in a more contented and healthier workforce, which translates into better business success.

## Objectives Of Study

1. To study the relevance of Job Satisfaction in Contemporary Organizations.
2. To find out various factors which plays a key role in acquiring job satisfaction for employer and employee.

## If employee satisfaction is must then why not employer satisfaction?

In the same way employees require to do their bit to create a happy and passionate work environment where they can work under the guidance of their employer in order to balance the cycle of job satisfaction.

**1 Show Initiative:** Sitting back waiting and for your employer to hand out assignments doesn't display case your interest in career advancement. Speak up if you're involved in learning more about the business and the organization, and tell you boss if you want training to acquire new skills or update the ones you have.

**2 Show Engagement:** The more you enjoy what you're doing, the more engaged and keen you are about your job. Employees who are -- what HR experts call "fully engaged" -- take ownership of their role surrounded by the organization, and they perform their job duties to make their employers self-important of them. If there is a difference of your leadership style and your employee's approach and you do not recognize it, your relationship may never notice success. One or both of you will be dissatisfied in the other person. This frustration will cause friction over time if not addressed and eventually, something has to give. That's why one of the key methods of civilizing employee relations involves nipping it in the grow as soon as possible.



## What Benefits Do Your Employees Really Want?

There's no doubt that offering great benefits is key to building a strong workforce. But if you want to go above the exposed minimum, how can you prefer the best benefits to offer? What do your employees truly need and want? From health insurance and paid time off to elastic schedules and mentorship opportunities, profit come in many forms. It's important to listen to what your employees want and stay on top of the latest profit trends.

### 1. Professional improvement

Offering professional improvement opportunities like courses, workshops, seminars, and conferences can help employees be trained the skills they need to take on new projects and tasks. You can organize a training program for your total team or allow individual employees to select what would work best for them. The more employees learn and seem to be up their skills, the more your business benefits.

**2. Mentorship programs** play a key in role in reducing employee turnover and boosting your business. Plus, many programs are inexpensive and simple to apply. Everyone from new hires to company executives can support from mentorship. By implementing a mentorship program, mentors can pick up their management skills and increase their self-confidence, while mentees can gain important feedback and speed up the learning curve. You'll be better capable to retain quality staff of all levels, advance communication and collaboration, and help your employees add new knowledge and improve their skills.

**3. Excellent medical, dental, and vision insurance** may seem obvious, but this is first and primary in a great benefits package. It's hard to try to win if you don't offer advantageous essential benefits.





**4. Remote work options improve employee satisfaction** and cut both management and employee frustration over absences and having to use rewarded time off for inescapable occurrences. For example, if remote work options are accessible and an employee has a sick child, he or she could potentially avoid a last-minute miss workday.



**5. Schedule flexibility allow vacation** time to be save for vacation, and employees to work hours that are finest for them (within reason). For example, if employees are mandatory to attend all meetings and work 40 hours per week, but outside of that, hours are determined by the employee, employees can put up personal commitments, such as morning health classes or midday appointments.

**6. Volunteer time swap** helps employees give back, when they may not feel they have the time to do it otherwise. It's not only good for the nonprofit organizations that need the help but also gives the company a good status in the community. think about giving employees a set number of hours per year they can get paid to volunteer. For example, if you recommend eight paid volunteer hours annually, an employee could use eight lunch hours to get paid to bring for Meals on Wheels. You could organize a team volunteer event, or have employees set of contacts their own volunteering.

## Conclusion

Studies have shown that, only a few organizations think that job satisfaction is a critical part in their overall strategy and very small is being done to promote it. This can be due to the certainty that many organizations fail to realize the link between job satisfaction and productivity. Organisations should essential point on employee engagement in organize to raise their satisfaction level. The question is — how to do this? It turns out that the best way to look up your worker's engagement doesn't grip pay or profit – it's regarding creating a workplace of esteem The bottom line: pay and benefits might encourage a job seeker to sign on with your organization, but esteem will keep them in the game and at your table. The other side of the coin says that the cycle of job satisfaction will keep on affecting if both employee and the employer will appreciate their parts of responsibilities and will together take it forward in order to add company's success.

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