

## VOCATIONAL ADJUSTMENT

### 30.1 Introduction

Uptill now you have read about work, vocational choice, career development and about an entire organisation. Related to all this is the aspect of one's adjustment to the working situation. In this lesson we are going to study about the two phenomena which are related to vocational adjustment, i.e. job satisfaction and work motivation.

### 30.2 Objectives

After reading this lesson, you should be able to :

- state what is job satisfaction;
- know the factors related to job satisfaction;
- describe the concept of work motivation;
- the theories of work motivation.

### 30.3 What is Job Satisfaction

Are you satisfied with your job or do you want to change your job ? While in a work situation if sometimes happens that we feel misfit in the situation or we feel dissatisfied with our job. What is the reason behind it ? What is job satisfaction ?

*Job satisfaction is a positive emotional state that occurs when a person's job seems to fulfill one's needs. It is not always related with the money factor-because some people also work to satisfy their urge to work. Dissatisfaction in a job occurs due to many factors let's take them up one by one.*

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### 30.4 Factors Influencing Job Satisfaction

There are a number of factors which influence one's satisfaction in the job situation. They can be categorized under two broad headings.

(i) Organisational Factors.

(ii) Personal Factors.

#### (i) Organisational Factors :

A major amount of time is spent in the work place by all of us. The place where we spend such a lot of time should fulfill our needs to some extent. The factors related to the work place are :

##### Reward :

Reward includes all incentives like raise in pay, perks, facilities and promotion. The promotion factor is a major factor in job satisfaction. An employee can only achieve job satisfaction and work better when he knows that he will get his dues and raises in due time.

##### Physical Working Conditions :

The physical working conditions like availability of necessary furniture, lighting facilities, work hazards also plays a major role in the factor of job satisfaction.

##### Cooperation :

Cooperation and attitude of the staff members with the person is also an important factor in the job satisfaction of the person.

#### (ii) Personal Factors :

##### Interest :

Whether the nature of the work is of interest to the employee is a question. Answer of which tells the job satisfaction of the person. The second major factors are the personal factors. These are as follows :

##### Personality Traits :

Some jobs are suitable only to a certain type of personalities. For example a doctor or a sales person job is such that they are in regular contact with general public. If they are shy in nature or cannot talk much they will not be able to be successful in that setting which will cause dissatisfaction to them. While choosing for a job one should see that they have those personality traits which are necessary for that job because matching of the personality traits with the job is very necessary.

##### Status and Seniority :

It has been found that the higher a person's position within the organisation the job satisfaction reported is also high.

**Life Satisfaction :**

Whether the job which a person is doing giving the person life satisfaction too ?

Life satisfaction is a term which is referred to maslow's hierarchy of need of self adualization. A person wants to establish or reach a goal in his life and it can be accomplished through the work which one is doing. It is other than the monetary part. For example taking out publications or conducting researches etc.

**30.5 Importance of Job Satisfaction**

After reading about job satisfaction and the factors related to it, you may want to know that why is job satisfaction important. The importance of job satisfaction plays a major role in our occupational life. It has relation with many aspects because it affects a person's

- (a) mental health
- (b) physical health
- (c) and increases output

**(a) Mental Health :**

If a person remains continuously dissatisfied with the job. The continous tension leads to many maladjustment in the behaviour.

**(b) Physical Health :**

Job satisfaction effects the physical health of the person. If a person is under continous stress, he/she will suffer from health problems like headache's, heart and digestion related diseases etc.

**(c) Increase in output :**

The output automatically increases with job satisfaction because when a person is happy with his job situation, he would like to put more effort in his work, which in turn will increase the output.

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**Intext Questions 1.1**

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State whether the following statements are true or false

1. Job satisfaction is influenced by factors like *personal* and *organisa-tional*.
  2. Job satisfaction increases mental health.
  3. Personality traits does not influence job satisfaction.
  4. Job satisfaction decreases output.
  5. People don't like when staff members cooperate.
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## 30.6 Work Motivation

Another phenomena which is related to one's vocational adjustment is work motivation or in simple words the driving force behind one's work. The success of our organisation/ institution depends largely upon the worker's motivation. When the employees of any organisation have high motivation the output increases. Psychologists studied these factors which increase the motivation towards work and came up with some theories. We will study these theories in brief. Lets start with the theories.

## 30.7 Theories of Work Motivation

Three theories have been given on work motivation. These are

- (i) goal setting theory
- (ii) equity theory
- (iii) expectancy theory

Lets study about these theories

### (i) Goal Setting Theory :

We are often told by our elders to do our best. The question here arises is that when can we know that we have reached the optimal level and can stop trying. The goal setting theory suggests that setting specific goals leads to high performance. A person who sets specific goal will work better than a person without goals. This theory also suggests that motivation heightens with difficulty in goal.

### (ii) Equity Theory :

Ram is asked by his employer to come to the office on sundays also. Once when his child was ill, he asked for a half day off. His employer refused to give him the leave. Now Ram denies when his employer asks him to come for some work on holidays. The equity theory proposes that in work setting employees prefer jobs in which the output is equal to input. It means that if the perceived output matters the input we achieve balance.

### (iii) Expectancy Theory :

The idea behind this theory is that worker's motivation is determined by expectancy of

- (a) the outcomes in terms of salary increases, promotions etc
- (b) desirability
- (c) the effort needed to achieve them i.e will the reflection of the work done in the job evaluation

### **What you have learnt**

- ★ Job satisfaction is a positive emotional state which occurs when a person's job seems to fulfill one's needs.
- ★ Job satisfaction is affected by mainly two factors viz organizational and personal.
- ★ Organisational factors include Physical working conditions, Reward, Cooperation, Interest etc.
- ★ Personal factors include personality traits, status, life satisfaction etc.
- ★ Job satisfaction influences the mental and physical health and increases output.
- ★ Work motivation is the force in which the worker feels to work more efficiently in the work situation.
- ★ Various theories have been suggested in the field of work motivation. They are the goal setting theory, expectancy theory and Equity theory.

### **Terminal Exercises**

1. What is job satisfaction ? Why is it necessary.
  2. Write short notes on
    - ★ Factors influencing job satisfaction
    - ★ Expectancy theory
    - ★ Goal setting theory
    - ★ Equity theory
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### **Key to Intext Questions**

1. True
2. True
3. False
4. False
5. False

### **Hint to terminal Exercises**

1. Refer Section 30.3 and 30.5
2. Refer Section
  - ★ 30.4
  - ★ 30.6
  - ★ 30.6
  - ★ 30.6