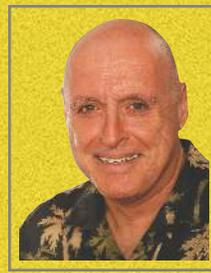


THE EXTRA POINT

BY JERRY ROBERTS



715 What's the Real Key to Job Satisfaction?

If you're a manager or business owner and you're looking to boost job satisfaction for your team members, what would that really mean? I'm Jerry Roberts and you might be surprised at a recent study on just that topic. It's coming next, on The Extra Point.

We live in a time when one of three workers are actually engaged in the work they do, and when we get that one in three, we feel we're doing okay. Two in three aren't really dialed into their job or our organization, and that's acceptable.

A new research project from the University of Houston was commented on in Forbes magazine, and it finds that job satisfaction has a lot more to do with the people we work with than it does with the actual work we do.

There's a buzzword in HR, maybe you've heard it — "interest fit." It means, is the job you have a fit for your interests, and are you interested in the job? Furtger, does interest fit drive job satisfaction?" The Houston study wanted to come up with the answer.

They did their homework. The researchers reviewed 105 studies spanning over 65 years, to see if there is a link between job interest and job satisfaction. What they learned was, yes, if people are an interest fit with their job, it can lead to job satisfaction, but not nearly as much as they had expected.

So what is most important? Money? No, compensation lags behind. The main factor for job satisfaction and the desire to show up every day and do our best, is the social experience, and being valued by people at work.

The American Psychological Association has identified feeling valued by one's employer as a crucial piece for job satisfaction. How crucial? People who report feeling valued by their employer report they are motivated to do their

very best for their employer, by a wide margin.

An example given was a pre-pandemic study done on 988 full-time members of the Mass General Hospital Department of Medicine, at Harvard University. The study revealed that whether the doctors felt they were well-paid or not had no impact how satisfied they were with their jobs. What did have an impact was they wanted to feel valued.

The doctors pointed to three factors in job satisfaction: being treated with respect, feeling valued by their leadership, and feeling that the work environment was social and supportive.

I've been saying this and training this for almost 25 years. Yes, people want to be paid fairly. Yes, people want to like the work they do. Yes, the most important factor how they are treated, and how well-connected they are to others in your workplace.

Post-pandemic, and we will see a post-pandemic time in our workplaces, the issue of retaining our best talent will once again move to the forefront of considerations for HR managers, CEOs, and business owners.

If you want to get a jump on that, start thinking about if, how, and why workers might feel they are valued in your organization. It's a good first step.

That's The Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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