



REVIEW OF RESEARCH

ISSN: 2249-894X

IMPACT FACTOR : 5.7631 (UIF)

VOLUME - 10 | ISSUE - 2 | NOVEMBER - 2020



JOB PERFORMANCE RELATIONSHIP: A LITERATURE REVIEW

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ABSTRACT

The purpose of this study is to learn more about the connection between employees' performance and job satisfaction. Every business is governed by the four Ms—Men, Machine, Money, and Method. Every resource that is utilized, managed, produced, and distributed in an effective and efficient manner solely by an organization's human resource (Men resource). In order for human resources to function effectively and efficiently, they must be satisfied by the organization or their employer's requirements. The good inclination towards whenever work is known as Occupation fulfillment. Depending on how each person feels about their job, there are many different factors that contribute to job satisfaction. Even the word "reward" can mean different things to different people. In this lesson, we want to learn about job satisfaction, or how satisfied a person is with their job and how happy they are when they finish it. A person's ability to complete required tasks, the organization's level of communication, and how management treats employees can all have an impact on their level of job satisfaction.



KEYWORDS: Job Satisfaction, Performance, Factors impact.

INTRODUCTION

Depending on how each person feels about their job, there are many different factors that contribute to job satisfaction. Even the word "reward" can mean different things to different people. In this lesson, we want to learn about job satisfaction, or how satisfied a person is with their job and how happy they are when they finish it. A person's ability to complete required tasks, the organization's level of communication, and how management treats employees can all have an impact on their level of job satisfaction. It can be difficult to measure job satisfaction because different people may have different definitions of it.

THEORETICAL BACKGROUND:

Definitions of Job Satisfaction:

Job satisfaction and a positive attitude toward one's job are two terms for feeling satisfied in one's job. The degree to which a job provides a means of enjoyment or meets a need or desire is referred to as job satisfaction. the degree to which your job gives you the satisfaction and satisfaction of accomplishment that comes from knowing that your work is worthwhile. A person's level of

contentment or happiness with their job is known as job satisfaction. The level of job satisfaction is determined by an individual's perception, ability to complete required tasks, organizational communication, and management treatment of employees. It can be broken down into two categories: cognitive job satisfaction (the degree to which an employee is satisfied with the aspects of their job, such as pay, working hours, benefits, etc.) and affective job satisfaction (the person's emotional feelings about the job as a whole).

Work fulfillment is otherwise called representative fulfillment. There are numerous definitions of it. Some people hold the belief that it simply depends on how satisfied an individual is with their job. To put it another way, whether or not they enjoy their job or particular aspects of it, such as the nature of the work or supervision. According to Arnett, Laverie, and McLane (2002), an employee's general affective assessment of himself or herself in the context of his or her job reflects job satisfaction.

Corner, Smith and Stone (1992) characterize work fulfillment as representatives' close to home state with respect to the gig, taking into account what they expected and what they really received in return. In point of fact, a worker with low expectations may be more content with a particular position than one with high expectations. A person is happy and satisfied with their job if it meets or exceeds their expectations. In addition, Smith, Kendall, and Hulin (1969) define job satisfaction as "feelings or affective responses to facets of the situation." Robbins (2005) defines job satisfaction as a set of emotions that one feels about one's job. It is difficult for many organizations to accurately measure employee satisfaction; However, they are aware that employees' performance can be affected by their level of job satisfaction. Depending on the personal requirements of employees and their professional objectives, some aspects of job satisfaction may be considered more significant than others. Benchmarking is required for measuring and increasing job satisfaction. For evaluating employee job satisfaction, managers can use instruments like the Minnesota Satisfaction Questions (MSQ) or the Job Descriptive Index (JDI).

Five factors can be used to measure and influence job satisfaction:

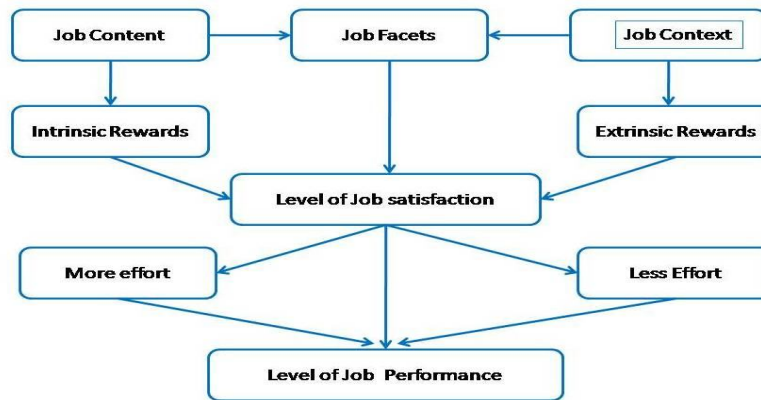
Total compensation or pay
2. The work itself (specific job details like projects and responsibilities)
Opportunities for advancement (such as increased responsibilities and a more prestigious title)
Relationship with the boss
The Baseline data can be used to explain the factors that contribute to the level of job satisfaction. The employees are satisfied because of opportunities to use their skills and abilities (63 percent), job security (61 percent), compensation (60 percent), communication between staff and management (57 percent), and a relationship with their immediate supervisor (54 percent).

Definitions of Performance:

The degree to which a task is completed in relation to predetermined, well-established standards of completeness, cost, speed, and accuracy. The work-related activities that are expected of an employee and how well those activities were executed are both examples of performance, which is considered to be the fulfillment of an obligation in a way that releases the performer from all responsibilities under the contract. In order to assist them in identifying suggested areas for improvement, many business personnel directors conduct annual or quarterly assessments of each employee's job performance.

The manner in which an employee completes their assigned work or task is known as job performance. We are aware that performance is the most crucial factor in an organization's success. The employee's job performance is evaluated using this method.

JOB SATISFACTION AND PERFORMANCE:

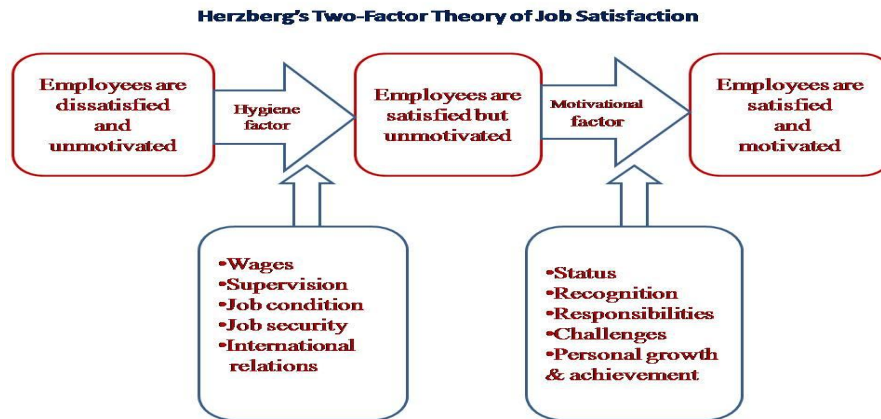


Numerous associations have same sort of association design and targets and these could be coupled to an association's social mission, productivity goals, or legislative acts of administration. An effective comprehension of the connection that exists between attitudes toward the workplace, attitudes toward the organization, and performance within the organization will aid in the identification of important organizational variables. In a similar vein, understanding the connection between employee satisfaction and actual performance is crucial. It is difficult to make a connection between these two things because when asked if they are satisfied with their jobs, some people will say yes because they fear that saying no could have a negative impact. Therefore, despite the fact that we are aware of the connection that exists between satisfaction and performance, it is challenging to define this relationship without the use of some kind of survey and the possibility of error.

There are two fundamental perspectives on performance and satisfaction, which contradict one another. Performance leads to satisfaction, according to some, while satisfaction leads to performance, according to others. We are implying by this consequence that a person will perform better if they are satisfied with their job, but in order for a person to be satisfied with themselves, they must perform at their best. It is difficult to define whether performance drives satisfaction or satisfaction drives performance. As a result, we have a better understanding of the relationship between job satisfaction and performance. On the other hand, if an employee is dissatisfied with their position, they are less likely to perform at the same high level. Employees are happy with their jobs and get satisfaction from doing them, but this does not mean that their performance meets the company's expectations. Instead, employees are satisfied with their jobs but do not perform at the level the company expects.

THEORIES OF JOB SATISFACTION:

Although different businesses have different definitions of job satisfaction, it should provide a better indicator of organizational changes that should improve performance. With the assistance of following models of occupation fulfillment can comprehend how work fulfillment functions in an association. In Herzberg's Two-Factor Theory (1959), which also goes by the names Motivation-Hygiene Theory or intrinsic vs. extrinsic motivation, certain workplace factors can lead to job satisfaction and others can lead to dissatisfaction. In this regard, employees are satisfied as a result of motivational and hygiene factors. In addition, there are the top five factors that contribute to job satisfaction among employees (SHRM; 2012) are the opportunity to utilize one's skills and abilities (63 percent), job security (61 percent), compensation/pay (60 percent), communication between employees and senior management (57 percent), and relationships with immediate supervisors.



CONCLUSION:

Work fulfillment assumes a significant part in dealing with the representatives. Through the motivational factors that induce performance, job satisfaction has a significant impact on employee performance. The idea of their work itself and monetary advantages influence on their work fulfillment and which leads execution. Finally, according to Luthans (1998), there is still a lot of debate about whether satisfaction leads to performance or whether performance leads to satisfaction. Employees are motivated by an increase in salary and compensation; One of the most important factors in job satisfaction, which improves work quality and organizational performance, can be high pay.

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