

Job Satisfaction Critical to Work Environment

Question:

How do I keep my employees happy?

Answer:

Every business, large or small, gains from investing in employee satisfaction. Unhappy employees not only bring down morale but also leave customers with a negative impression of your company. Make your employees feel respected and valued with a few simple motivational practices:

- **Keep your door open.** Provide workers the opportunity to “vent” and offer suggestions and they will feel valued, a key element to job satisfaction.
- **Make sure your expectations are consistent.** Convey your performance expectations clearly and hand out responsibilities fairly and equally across the board.



- **Acknowledge achievement.** Provide sincere and timely praise for accomplishments that merit recognition. A little praise can go a long way.

- **An appreciation for training and learning.** People feel energized and satisfied with their work when management opens doors for professional enhancement.
- **A smiling staff with a sense of humor.** Management should find small ways to make each day enjoyable to keep stress and unhappiness at bay

Question:

I want to work with people who like their job. What should I look for when interviewing?

Answer:

Unsatisfied employees are difficult to work with and eventually take a toll on your personal happiness. While some companies invest in formal initiatives to boost job satisfaction, the long-term solution is a good management team. Look for these qualities in management you meet:

A hiring practice that spans beyond your skill set. Make sure the interviewer asks about your personal goals and expectations. They should be looking for employees who fit their company culture, not only the job description.



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