



Job Satisfaction

Refers to an attitude that reflects a positive or negative judgment of your current job.



The following items are used to assess Job Satisfaction on the DEOCS using a 7-point response scale from strongly disagree to strongly agree.

1. I like my current job.
2. I feel satisfied with my current job
3. I am happy with my current job.

	Favorable	Unfavorable
Indicators	<ul style="list-style-type: none"> • Unit members express high levels of fulfillment on the job • Unit members display positive emotions and are happier • Unit members experience greater mental well-being • Express a willingness to help others at work • Unit members are willing to go above and beyond 	<ul style="list-style-type: none"> • Unit members express the belief that problems in life are the result of job-related issues (such as supervision) • Unit members display poor coping skills in response to work stress • Unit members express a perceived lack of fairness at work • Increased number of work complaints and grievances • Unit members express concern over the organization's safety climate
Outcomes	<ul style="list-style-type: none"> • Lower levels of turnover intentions • Unit members experience high levels of cooperation and altruistic behaviors • Increased job performance • Unit members form supportive relationships 	<ul style="list-style-type: none"> • Low levels of group cohesion • Increased turnover intentions • Increased absenteeism • Increased stress and physical health issues

For more information go to Assessment to Solutions on deomi.org. You will find:

- Focus Group/Interview Questions
- Online Lessons
- Strategies to address issues with this factor
- Videos that can help understand this factor
- Web Resources and Recommended Readings
- References that are directly associated with this factor