

| Parameters                                                  | Estimators | Standard error | t-Value | R <sup>2</sup> |
|-------------------------------------------------------------|------------|----------------|---------|----------------|
| Remuneration $\leftarrow$ employee satisfaction             | 0.78       | 0.06           | 11.23   | 0.3            |
| Co-workers $\leftarrow$ employee satisfaction               | 0.59       | 0.05           | 10.58   | 0.2            |
| Promotion $\leftarrow$ employee satisfaction                | 0.83       | 0.07           | 11.50   | 0.3            |
| Job conditions $\leftarrow$ employee satisfaction           | 0.86       | 0.07           | 11.87   | 0.3            |
| Training $\leftarrow$ employee satisfaction                 | 0.92       | 0.07           | 12.72   | 0.3            |
| Information flow $\leftarrow$ employee satisfaction         | 0.90       | 0.06           | 11.36   | 0.4            |
| Relation with supervisor $\leftarrow$ employee satisfaction | 0.79       | 0.07           | 12.04   | 0.3            |
| Job security $\leftarrow$ employee satisfaction             | 1.026      | 0.06           | 14.75   | 0.4            |
| Job nature $\leftarrow$ employee satisfaction               | 0.66       | 0.06           | 10.76   | 0.2            |
| Job love $\leftarrow$ employee satisfaction                 | 0.74       | 0.07           | 10.71   | 0.2            |
| INT1 $\leftarrow$ intention to leave                        | 1.28       | 0.01           | 7.26    | 0.6            |
| INT3 $\leftarrow$ intention to leave                        | 1.28       | 0.09           | 13.23   | 0.5            |
| INT5 $\leftarrow$ intention to leave                        | 1.26       | 0.09           | 13.08   | 0.5            |
| SATISFACTION $\rightarrow$ INTENTION TO LEAVE               | -0.32      | 0.06           | -5.51   | 0.1            |

# Journals On Employee Motivation And Job Satisfaction

**RS Peters**



## **Journals On Employee Motivation And Job Satisfaction:**

*The Motivation to Work* Frederick Herzberg, Bernard Mausner, Barbara Bloch Snyderman, 2011-12-31 Quality work that fosters job satisfaction and health enjoys top priority in industry all over the world This was not always so Until recently analysis of job attitudes focused primarily on human relations problems within organizations While American industry was trying to solve the unsolvable problem of avoiding interpersonal dissatisfaction problems with the potential for solution such as training and quality production were ignored When first published *The Motivation to Work* challenged the received wisdom by showing that worker fulfillment came from achievement and growth within the job itself In his new introduction Herzberg examines thirty years of motivational research in job related areas Based on workers accounts of real events that have made them feel good or bad on the job the findings of Herzberg and his colleagues have stimulated research and controversy that continue to the present day The authors surprisingly found that while a poor work environment generated discontent improved conditions seldom brought about improved attitudes Instead satisfaction came most often from factors intrinsic to work achievements job recognition and work that was challenging interesting and responsible The evidence marshaled by this volume called into question many previous assumptions about job satisfaction and worker motivation Feelings about intrinsic and extrinsic factors could not be validly averaged on a single scale of measurement Motivation and performance are not merely dependent upon environmental needs and external rewards Frederick Herzberg and his staff based their motivation hygiene theory on a variety of human needs and applied it to a strategy of job enrichment that has widely influenced motivation and job design strategies *Motivation to Work* is a landmark volume that is of enduring interest to sociologists psychologists labor studies specialists and organization analysts Career Development and Job Satisfaction

Josiane Fahed-Sreih, 2020-09-09 This book *Career Development and Job Satisfaction* not only looks at how employees can develop their careers and create career paths that are meaningful for their lives it also looks at keeping employees satisfied with their jobs This book highlights how to work with the millennial generation and being able to motivate them and guide them through their careers It presents case studies on satisfaction and career planning The function of human resource management has an important implication on the performance of the whole organization and giving it acute attention can enhance the performance of the business International Journal of Economic and Political Integration , **Articles in ITJEMAST @ 13(3)2022** , 2022-08-14 Collections of articles published in the International Transaction Journal of Engineering Management Applied Sciences Technologies ISSN 2228 9860 eISSN 1906 9642 V13 3 2022 <http://TuEngr.com>

**Job Satisfaction and Motivation** Ruth M. Walsh, Stanley J. Birkin, 1979 **New Challenges of the Global Economy for Business Management** Sebastian Kot, Bilal Khalid, Adnan ul Haque, 2025-06-17 This book features a curated selection of works from the Global Conference on Entrepreneurship and Economy in an Era of Uncertainty EEEU 24 organized by the International Research Center for Higher Education and Business Cooperation based in Poland in collaboration with

academic partners Czestochowa University of Technology Swinburne University of Technology Vietnam and King Mongkut s Institute of Technology Ladkrabang Thailand It explores the critical role of entrepreneurship in the digital age emphasizing the necessity of innovation for businesses to withstand global crises such as pandemics and geopolitical tensions that adversely affect the economy The book aims to illuminate the transformative effect of digital innovation on fostering entrepreneurial ventures and emphasizes the significance of adept organizational management in nurturing and sustaining successful businesses The book highlights the influential impact of digital innovation on entrepreneurial success and the importance of organizational management in maintaining a thriving business It covers topics such as the synergy between innovation and entrepreneurship promoting sustainability in business practices integrating supply chain and logistics management and enhancing educational pursuits through entrepreneurial activities Aimed at providing valuable and practical insights for scholars and practitioners interested in the intersection of innovation disruption and entrepreneurship this book sheds light on how emerging technologies and innovations are reshaping entrepreneurship and corporate governance thereby enriching the knowledge base for those invested in the evolving dynamics of business and innovation

**Proceedings of the 11th International Conference on Business, Accounting, Finance and Economics (BAFE 2023)** Yuen Onn Choong,Fanyu Chen,Keng Soon William Choo,Voon Hsien Lee,Chooi Yi Wei,2023-12-29 This is an open access book The Faculty of Business and Finance Universiti Tunku Abdul Rahman UTAR is pleased to organize the 11th International Conference on Business Accounting Finance and Economics BAFE 2023 on 25th October 2023 in hybrid mode via Online meeting with Zoom platform and physical mode at UTAR Kampar Campus This conference aims to bring together researchers to present up to date works that contribute to new theoretical methodological and empirical knowledge *The International Journal of Indian Psychology, Volume 3, Issue 2, No. 5* IJIP.In,2016-02-16 We experience here feeling of joy while presenting first issue of 2016 We thank you again researchers who have presented their articles in this issue This Issue Volume 3 Issue 2 No 1 Published January 2016 **International Journal of Academe and Industry Research**

Muhammad Usman & Wasim Ahmad,Hermilina A. Mendoza,Minerva C. Manalo & Elaine Joy C. Apat,Guillermo B. Briones, Elaine Joy C. Apat, Dennis Gaudencio III R. Lorica & Marierose P. Valenzuela,Ismaela M. Bawica,2021-09-30 International Journal of Academe and Industry Research IJAIR is an open access refereed journal focused on the two dimensions of business research business education and applied industry research The interconnectedness of the industry and academic institutions needs a platform that aligns their respective research needs From the academic perspective the business program management and the teaching and learning had been dramatically influenced by the industry trends and needs collaborative approaches and internationalization From there comes the indispensable role of the industry as they become partners to the academic institutions in producing quality workforce and entrepreneurs Along these areas are the interesting topics for academic and industry researchers **The Effects of Motivation and Job Satisfaction on Employee**

**Retention. A Case Study on Zara** Nashra Rafiq, 2023-06-05 Case Study from the year 2020 in the subject Leadership and Human Resources Employee Motivation Employee Satisfaction grade A University of Edinburgh College of Arts Humanities and Social Sciences language English abstract Employee retention is one of the biggest challenges that human resource management of organisations is currently faced with The uncertainty in the changed economic conditions diversity in workplace and increased competition has forced majority of the organisations to hold on their top performers at any cost that they have to pay It is very crucial task for recruiters in organisations to hire such professionals that have right skills and expertise to serve for the company Thus the focus of organisation has shifted from numbers to quality and from recruitment to retention Based on the research topic the researcher has gathered primary data regarding employee motivation and satisfaction at Zara and its effect on employee retention The study aimed to assess whether there exist a relationship between employee motivation satisfaction and employee retention The literature review has described major factors that influence job satisfaction while the levels of employee job satisfaction were found through surveys at Zara The literature also described the link between employee motivation and employee retention in addition to employee satisfaction and employee retention Survey and interview questionnaires were designed to gather primary data The interviews revealed what employee motivation and satisfaction measures were adopted by Zara The interviews also found the importance of employee retention from manager s point of view The study concluded that employee motivation and satisfaction has effect on employee retention It was also found that organisation found significant to make their employee feel happy motivated and satisfied so that they can give their best to achieve organisational goals Organisational productivity is dependent on employee s productivity and employee s productivity can be increased by making them best satisfied with their jobs For such reasons organisations provide their employees with flexible work culture benefits welfare services job promotion opportunities and other measures that keep them motivated and satisfied with their jobs By doing so the ultimate goal of organisation in retaining its best talent is achieved

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