Research Paper

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There are several psychological and personality-related things that impact or influence job satisfaction and motivation of employees while some common and more important factors out of all are the values, attitudes, and overall personality of employees. Values, attitudes, and overall personality of employees influence employees’ job satisfaction and motivation in more than a single way because these factors also determine the level of happiness of employees.

Most of the academic and research writers and analysts state that no job satisfaction and required level of motivation can be ensured until and unless the values, attitudes, and personality of employees have been recognized and fitted. This is important because these (values, attitudes, and overall personality) are the things that determine the effectiveness of employees (Judge et.al, 2017). Hence, it can be said that these factors influence job satisfaction and motivation of employees because these factors help employees to avoid conflicting feelings towards the work. And when the conflicting feelings have been avoided then employees are more motivated towards accomplishment organizational success because they feel satisfied with their job.

Beyond that, according to the research findings of (Parks-Leduc, & Guay, 2009), values of employees such as responsibility and possessing a positive attitude, etc. always lead to better job satisfaction and motivation because responsibility motivates employees to achieve the desired results while positive attitude keeps them satisfied towards their jobs.

Attitude also has a huge influence on employees’ job satisfaction and motivation. For example, if an employee has a positive attitude where he/she is respectful and helpful to others and committed to his/her jobs then he/she is more likely to have better support, motivation and help from others which leads to better job satisfaction and then he/she feel motivated to work hard (Velnampy, 2009).

In terms of personality and its influence on employees' job satisfaction and motivation, personality especially some specific personality traits like openness and neuroticism towards others in the organization make and keep the employees satisfied while the competitive term of one’s personality leads to motivation which means to do better than others (Wu, 2016). Hence, it can be stated that the personality of employees also influences job satisfaction and motivation (mostly in a positive way).

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