

P-897 - IMPORTANCE OF JOB SATISFACTION MEASURES IN ORGANIZATIONAL HEALTH PROTECTION

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Researches focusing on organizational behaviour pay special attention to defining job satisfaction and identifying its determining factors. Since most of our waking hours are spent at work, its quality is of significant importance regarding employees' life standard, well-being and health condition. Experiencing constant dissatisfaction with the scope of activities or any significant aspect of the workplace could become a source of distress, which may impact to the quality of work related actions, work environment but even the personal life-management, family and social relations as well.

In our study we examined the characteristics of employee satisfaction in terms of social support at work and the positions in the organizational structure. Ninety-six participants were involved and asked to fill in a demographic data sheet and questionnaires assessing employee satisfaction, the quality/ quantity of the cognitive, emotional and physical forms of perceived social support at work. Both the quality and quantity characteristics of social support show correlation with job satisfaction. The physical assistance during work (supplying necessary equipment and tools, optimal distribution of tasks, establishing proper-sized work-teams), and also emotional support (recognition, compliment and reassurance) proved to be the most significant variables determining job satisfaction. Lower social support scores among middle managers call attention to the risk of exposition to higher distress resulting from the position.

With our findings we would like to draw attention to the importance of frequent measurement of job satisfaction and elaboration of intervention actions, such as increasing intra-organizational social support and strengthening team cohesion.