

The Importance of Job Satisfaction and Its Impact on Job Demand

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Abstract

The current study aims to know job satisfaction and its impact on demand for work, whether jobs are appropriate for the job title for them, and the impact of employee job satisfaction on visitors and reviewers in health facilities, the impact of applying the standards on employees in the health facility. This questionnaire was prepared via Google Drive and distributed to residents aged between 25- 55 years old men and women in the western region (Mecca, Jeddah and Madina). As for the questionnaire, 700 questionnaires were distributed, and 685 responses were obtained via email to the principal researcher. it concluded that job satisfaction is very important for employees as it has a major role in their acceptance of work.

Keywords: the importance, of job satisfaction, and its impact, on job demand.

Job satisfaction or job satisfaction is a description of the state of satisfaction that an individual has with his or her job (1)(2)(3). The happier a person is with his job, the more satisfied he feels. The state of job satisfaction is not considered the same as the state of enthusiasm, despite the strong interrelation between them. The job outlines goals that enhance job satisfaction and performance, and methods that include rotation, expanding scopes of work and enriching the job. Job satisfaction refers to one's feelings or condition of mind according to the nature of work. Job satisfaction could be inclined by various factors such as kind of organization Policies, Supervision, Administration, salary and quality

of life. However, it is concluded in research (4; 5) that job satisfaction illustrates it is the difference between what people expect from the job and what they get in actual. The culture and style of management, activating the role of employees, and giving powers to joint work groups are among the influences that shape job satisfaction. This satisfaction is an extremely important factor that is evaluated by various bodies. In general job demands generally contain skills, abilities and knowledge (SAKs) is necessary to complete at the job (6). Abilities contain experience, employee 'aptitude, knowledge and skills (7, 8; 9). In recruitment and selection process tactics to judge the P-J Fit are resumes, interviews, tests, reference checks and several other selection tools (10). Job satisfaction theories, for example: 1) Human relations theory: There are psychological and social needs among teachers, the most important of which are self-esteem, self-affirmation, and respect for others. 2) Career adaptation theory: This theory is based on harmony between the personality required for work and the work environment itself. Harmony is the main factor in explaining the individual's adaptation to the work environment, as embodied in his feeling of satisfaction, contentment and stability in the job. A final theory depends on several things:

Trust: Productivity and trust cannot be separated. Intelligence and skill: Here, work practice must be characterized by precision, refinement, and sharpness of mind. Familiarity and affection: the common bond in life that our true religion calls for depends on it.

Material and Methods:

The study began in (the cities of Mecca, Jeddah and Madina in the Kingdom of Saudi Arabia), and the study ended with writing the data collection in April 2024. The researcher used descriptive analysis, an approach that uses quantitative or qualitative description of the social phenomenon (the importance of job satisfaction and its impact on job demand) and the variable The independent variable (the percentage of employees who are completely satisfied with their work) and the dependent variable (the percentage of employees who are dissatisfied with their work). This type of study is characterized by analysis, reason, objectivity, and reality. It is also concerned with individuals and societies, as it studies the variables and their impact on the health of the individual, society, and the consumer, and the spread of diseases and their relationship. For demographic variables such as age, gender, nationality, and marital status. Status and occupation (11), and use the excel 2010 Office suite table to sort the results (12). The questionnaire is a wonderful and useful tool for collecting a huge amount of data, the questionnaire was only answered electronically, because the questionnaire consists of ten questions, all are closed ended.

Results and discussion:

The percentage of approval to participate in the questionnaire was 100%, and the percentage of ages of participants in the questionnaire was as follows: 20% from 25-34 years old, 56.7% from 35-44 years old, 23.3% from 45-55 years old, and their gender was from 30% male and 70% female, their nationalities were 100% Saudi men and women, and their professions were Of the government employees (male and female administrators) 42.9%, and male and female technicians (health staff) 57.1%, as for educational status: primary, intermediate, master's and doctorate 0%, secondary 16.7%, diploma 23.3%, university 43.3%. As for the questionnaire questions, the answers were as follows: The first question: Do you think that you are comfortable in your current work? Yes, 93.3% and No, 3.6%. The second question: Do you think that your current work tasks are appropriate for your practical and scientific abilities? Same as the previous answer. Third question: do you suffer from inequality between you and your colleagues at work? Yes 13.3% and no 86.7%. Question four: do

you suffer from your manager being unfair to you in distributing work between you and your colleagues? Yes, 10% and no, 90%. Question five: Did you submit a request to your manager for financial benefits at work at the Ministry of Health, and they were submitted to you and you were not paid the same as your colleagues? Yes, 10% and no, 90%. Question six: Are you pressured by your manager and colleagues at work? Yes, 16.7% and No, 83.3%. Question seven: do you suffer from burnout at work? Yes 20.7% and no 79.3%. Question eight: do you frequently work outside your official work hours? Yes 16.7% and No 83.3%. Question nine: Is the daily routine at work repetitive? Yes 63.3% and No 36.7%. Last question: does your health facility provide all the facilities needed to perform work adequately? Yes 66.7% and no 33.3%.

Table.1: the importance of job satisfaction and its impact on job demand, according to participates

The importance of job satisfaction and its impact on job demand	Yes	no	I don't know
Do you think you are comfortable in your current	93.3%	6.7%	0%
Do you think that your current work tasks are appropriate for your practical and scientific abilities?	93.3%	6.7%	0%
Do you suffer from inequality between you and your coworkers?	13.3%	86.7%	0%
Are you pressured by your manager and colleagues at work?	16.7%	83.3%	0%

There is a study entitled (The Impact of Person Job Fit on Job Satisfaction and its Subsequent Impact on Employees Performance) in 2012, for job satisfaction, it is necessary to some extent that tasks are performed and the responsibilities assigned to employees must correspond to their competencies. Tasks that are not misfitting employees' abilities will lead to job dissatisfaction. With rewards and benefits that determine the level of job satisfaction. Job suitability is one of the important variables that lead to job satisfaction. Job thus satisfaction ultimately leads to job performance.

Conclusion:

The employee believes that he is comfortable in his current situation 93.3%, the current work tasks are appropriate to his practical and scientific abilities 93.3%, the inequality between the employee and his co-workers is 13.3%, and exposure to pressure from his manager and co-workers 16.7%.

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