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## **DETERMINANTS AND IMPACT ON JOB SATISFACTION**

### **Abstract:**

Job satisfaction refers to the level at which employees possess a positive affective orientation towards their employment in an organization. The emotional reaction may result from the current comparison of actual outcomes with those desired by the employee in question. Job satisfaction has been considered as a core element in organizational behavior. This is especially due to its direct co-relationship with job motivation and performance which directly impact an organization's success in goals achievement. Besides, its effect on other organizational aspects, such as group cohesion, has made it critical to organization's operations. Therefore, every effort taken by the management aims at lowering the level of job dissatisfaction in the workplace.

This paper considers the subject of job satisfaction in details as it applies to the employees from Abu Dhabi. The aim is to identify the determinants of job satisfaction from the data collected from these employees in addition to the available scientific literature on the subject. To this effect, the paper will offer recommendations on the best strategies and approaches for reducing or eliminating job dissatisfaction in the workplace. As such, this will raise job satisfaction and help the organization achieve its corporate goals.

### **Keywords:**

Job satisfaction, employee empowerment, workplace environment, job performance, turnover intention