

## Five Facets of Job Satisfaction

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Satisfaction with...	Definition
<b>Co-worker relations</b>	The extent to which a worker has formed close relationships with colleagues; the degree of mutual trust and respect.
<b>Supervisor relations</b>	Perceived quality and quantity of feedback, encouragement, and helpful support from a supervisor; the worker's assessment of the supervisor's overall competence.
<b>The nature of the work itself</b>	Includes various job components as they relate to the nature of the work experience (degree of challenge, variety, autonomy, and control) as well as the sheer quantity of tasks to be done and the time frame in which to do them. Also includes the perceived importance of the work and the extent to which the job provides intrinsic enjoyment and fulfills the need for recognition, creativity, and skill building.
<b>Working conditions</b>	Includes both the structure of the work experience (flexibility of hours, teacher-child ratio, adequacy of breaks, substitutes, and teaching materials) as well as the context (aesthetic quality of the physical environment; overall noise level; adequacy of heat, ventilation, and light; and spatial arrangement).
<b>Pay and promotion opportunities</b>	Concerns the adequacy of pay as well as the perceived equity and fairness of compensation policies, fringe benefits, and opportunities for advancement. Also includes the worker's perceived job security.