

## JOB SATISFACTION AND DIET-HEALTHY MIND IN A HEALTHY BODY

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### ABSTRACT

Job satisfaction or employee satisfaction has been defined in many different ways. Some believe it is simply how content an individual is with his or her job, in other words, whether or not they like the job or individual aspects or facets of jobs, such as nature of work or supervision. Others believe it is not as simplistic as this definition suggests and instead that multidimensional psychological responses to one's job are involved. The data was collected from employees of various organizations randomly through a pretested mailed questionnaire. Total sample was 50. If an employee is satisfied with his job it can directly be related to his expenditure on food items, his overall health, and his daily diet etc. This clearly points out to the situation that due to satisfaction in job the employee will be psychologically satisfied having no pressure on his mind means a healthy mind.

**KEYWORDS:** Job Satisfaction, Diet Pattern, Health, Job Performance

### INTRODUCTION

Job satisfaction or employee satisfaction has been defined in many different ways. Some believe it is simply how content an individual is with his or her job, in other words, whether or not they like the job or individual aspects or facets of jobs, such as nature of work or supervision.<sup>[1]</sup> Others believe it is not as simplistic as this definition suggests and instead that multidimensional psychological responses to one's job are involved. Recent definition of the concept of job satisfaction is from Hulin and Judge (2003), who have noted that job satisfaction includes multidimensional psychological responses to an individual's job, and that these personal responses have cognitive (evaluative), affective (or emotional), and behavioral components.<sup>[2]</sup> Job satisfaction scales vary in the extent to which they assess the affective feelings about the job or the cognitive assessment of the job. Affective job satisfaction is a subjective construct representing an emotional feeling individuals have about their job.<sup>[1][3][4][5]</sup> Hence, affective job satisfaction for individuals reflects the degree of pleasure or happiness their job in general induces. The assessment of job satisfaction through employee anonymous surveys became common place in the 1930s.<sup>[6]</sup> Although prior to that time there was the beginning of interest in employee attitudes, there were only a handful of studies published.<sup>[7]</sup> Latham and Budworth<sup>[8]</sup> note that Uhrbrock<sup>[9]</sup> in 1934 was one of the first psychologists to use the newly developed attitude measurement techniques to assess factory worker attitudes. They also note that in 1935 Hoppock<sup>[10]</sup> conducted a study that focused explicitly on job satisfaction that is affected by both the nature of the job and relationships with coworkers and supervisors. Job satisfaction can be indicative of work behaviors such as organizational citizenship,<sup>[11]</sup> and withdrawal behaviors such as absenteeism, and turnover<sup>[12]</sup>. Further, job satisfaction can partially mediate the relationship of personality variables and deviant work behaviors.<sup>[13]</sup> One common research finding is that job satisfaction is correlated with life\_satisfaction.<sup>[14]</sup> This correlation is reciprocal, meaning people who are satisfied with life tend to be satisfied with their job and people who are

satisfied with their job tend to be satisfied with life. However, some research has found that job satisfaction is not significantly related to life satisfaction when other variables such as non-working satisfaction and core self-evaluations are taken into account.<sup>[15]</sup>

An important finding for organizations to note is that job satisfaction has a rather tenuous correlation to productivity on the job. This is a vital piece of information to researchers and businesses, as the idea that satisfaction and job performance are directly related to one another is often cited in the media and in some non-academic management literature. One longitudinal study indicated that among work attitudes, job satisfaction is a strong predictor of absenteeism, suggesting that increasing job satisfaction and organizational commitment are potentially good strategies for reducing absenteeism and turnover intentions.<sup>[16]</sup> Recent research has also shown that intention to quit alone can have negative effects on performance, organizational deviance, and organizational citizenship behaviors. In short, the relationship of satisfaction to productivity is not as straightforward as often assumed and can be influenced by a number of different co work-related constructs, and the notion that "**a happy worker is a productive worker**" should not be the foundation of organizational decision-making.<sup>[17]</sup>

## METHODOLOGY

The data was collected from 50 employees of various companies randomly selected through a pretested electronic mailed questionnaire. The questionnaire was first pretested on 10 employees' for clarity of questions, fishing out wording issues or questions that are difficult to answer, estimating a response rate, estimating length of time in completion, understanding drop-outs etc. According to the pretested feedback the changes were done. The questions included the job satisfaction factors, their expenditure, diet pattern etc. the respondents replied to the best of their knowledge. Challenging work was the most frequently used phrase of respondents who took time to comment on their job satisfaction.

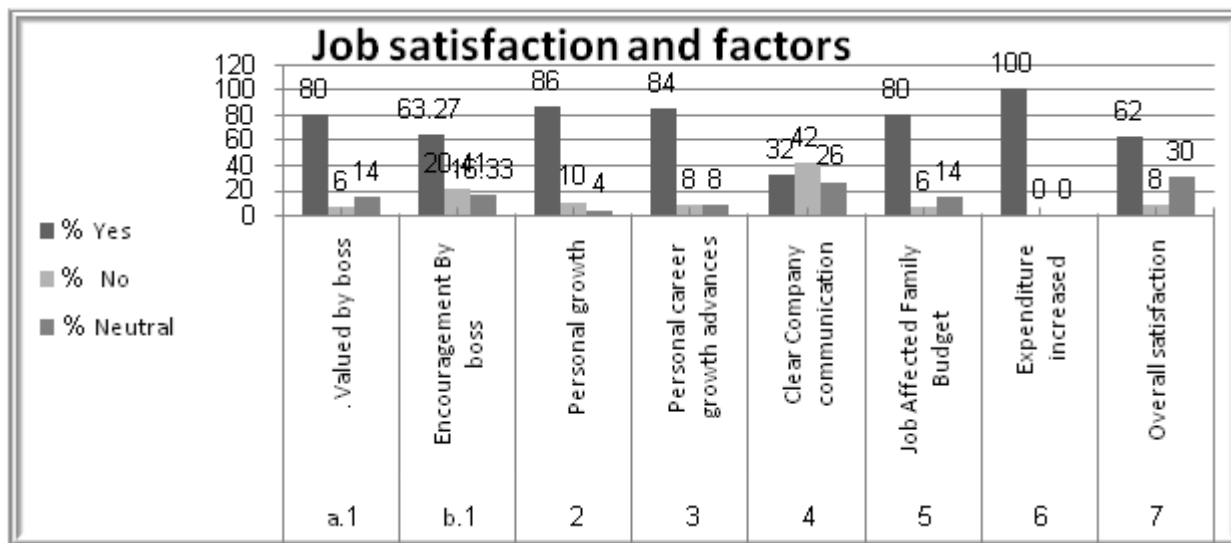
## RESULTS AND DISCUSSIONS

The results and discussions of the present study are given below with each table and its graph.

**Table 1: Job Satisfaction and Related Factors**

Sr. no.	Job Satisfaction factors	Yes		No		Neutral		Total	
		f*	%	f*	%	f*	%	f*	%
1	By Boss	f*	%	f*	%	f*	%	f*	%
1 a.	Valued by boss.	40	80	3	6	7	14	50	100
1 b.	Encouragement By boss	31	63.27	10	20.41	9	16.33	50	100
2	Personal growth	43	86	5	10	2	4	50	100
3	Personal career growth advances	42	84	4	8	4	8	50	100
4	Clear Company communication	16	32	21	42	13	26	50	100
5	Job Affected Family Budget	40	80	3	6	7	14	50	100
6	Expenditure increased	50	100	0	0	0	0	50	100
7	Overall satisfaction	31	62	4	8	15	30	50	100

**Graph-1 Job satisfaction and Factors**



**Table-1:** 80% were valued, 6% were not valued while 14% were neutral.63.27% were encouraged, 20.41% were not encouraged while 16.33% were neutral. 86% said their personal growth is taking place while 10% said no and 4% were neutral in this concern. 84% said their personal career growth advancement while 8% said no and 8% were neutral in this regard. 32% said they were clearly communicated by company while 42% said no and 26% were neutral. 80% said that their family budget was affected by job satisfaction while 6% said no and 14% were neutral. 100% said that their expenditure increased when they had job satisfaction. 62% respondents were overall satisfied, 8% were not satisfied while 30% were neutral to it.

An employee’s overall satisfaction with his job is the result of a combination of factors and financial compensation is one of them. Management’s role in enhancing job satisfaction is to make sure the work environment is positive, morale is high and employee’s have the needful resources they need to accomplish the tasks they have been assigned. Working conditions must be optimized. Employees are more satisfied with their current job if they see a path available to move up the ranks in the company and be given more responsibility and along with it higher compensation. Companies provide more advanced skills that will lead to chance of promotion. Effective managers know it well that employee’s need recognition and praise for their effort and accomplishments. They also must know that their supervisor’s door is always open for them to discuss any concern they have that are affecting their ability to do their jobs effectively and impeding their satisfaction at the work place.

**Table 2: Job Satisfaction and Diet Pattern**

Sr. No.	Diet Pattern	Yes		No		Total	
		f*	%	f*	%	f*	%
1	Expenditure on food items increased	50	100	0	0	50	100
1a	Nutritious	32	64				
1b	Junk	9	18				
1c	Mixed	9	18				
2	Eating Outside	49	98	1	2	50	100
2a	Daily	6	12				
2b	Weekly	31	62				
2c	Monthly	12	24				
3	Meals /Day	47	94	3	6	50	100
3a	Major Meals/day	16	31				
3b	Minor Meals/day	21	44				

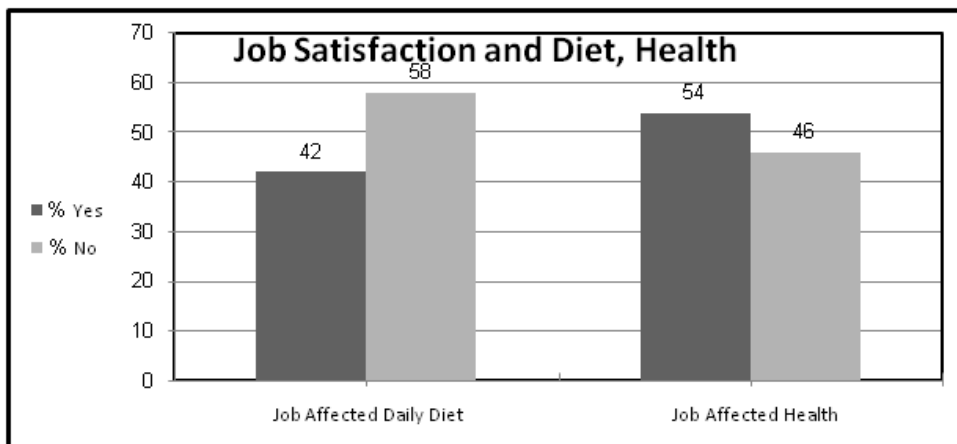
3c	Both/day	10	21		
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**Table-2:** 100% respondents say that their expenditure is increased on food items due to job satisfaction. 64% spend on nutritious, 18% on junk foods, 18% on mixed food items. 98% say that their eating outside has been increased while 2% say that job satisfaction has no affect on eating outside. 12% eat daily, 62% weekly and 24% monthly outside their homes. 94% meals/day has been affected while 6% have no affect due to job satisfaction. 31% took major meals/day, 44% took minor meals/day and only 10% took both the meals. Job satisfaction leads to increased purchasing power, increased expenditure on food commodities; more eating outside home i.e. frequency is increased. The major meals skipping may be due to wok pressure and may be more work place responsibilities.

**Table-3 Job Satisfaction and Diet, Health**

Job satisfaction	Yes		No		Total	
	f*	%	f*	%	f*	%
Job Affected Daily Diet	21	42	29	58	50	100
Job Affected Health	27	54	23	46	50	100



**Table-3:** 42% of the respondents believe that their daily diet is affected by job satisfaction while 58% say that it has no affect on their daily diet. 54% say that their health is affected by job satisfaction while 46% believe that job

satisfaction does not affect health. Health is related to mind fitness and satisfaction. This is believed by all that directly or indirectly if a person is calm in his mind and satisfied, his daily diet is affected and will have overall good health. Similar results have been found in the present study.

## CONCLUSIONS

From the above small study it's clear that if an employee is satisfied with his job it can directly be related to his expenditure on food items, his overall health, and his daily diet etc. This clearly points out to the situation that due to satisfaction in job the employee will be psychologically satisfied having no pressure on his mind means a healthy mind. Healthy mind can do wonders and it will lead to healthy body because he could calmly take his diet. Here a common saying healthy mind in a healthy body seems to be felt as vice versa. That is to say if an employee is satisfied by his job he will definitely have healthy mind, calm and quiet with low stress and so will take proper diet and so he will have a healthy body.

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