Abstract:

The level satisfaction of teachers and motivational factors

RQ: Employee satisfaction is an area that is relevant in every organization and for this reason management has to pay special attention to this area. A satisfied worker brings better results and invests all their knowledge and abilities into their work. Otherwise they will invest only what is required of them that will not bring success to the organization in achieving their goals. Work satisfaction reflects an individual's emotional experiences in the environment that they are working in. Many times management starts paying attention when it is too late. For this reason, measuring employee satisfaction should occur in each organization. This way appropriate actions and decisions can be made to improve current conditions.

Purpose: To investigate employee satisfaction, determine the level of satisfaction or dissatisfaction and identify motivational factors. Furthermore, to examine how personal goals of individuals influence their work and to which degree money is a motivator for work.

Methods: A descriptive approach was used to examine the theoretical content, interview. An interview was conducted with which data was obtained on employee satisfaction.

Results: Employees are satisfied with their work and it gives them a personal challenge, offers satisfaction, a source of income and pleasure. They are motivated by pay, student satisfaction, and successful transference of knowledge to students. Possible dissatisfaction of employees would not influence their effectiveness and work results. They believe that fulfilling their personal goals can influence their satisfaction.

Organization: The obtained data will be used by management for improvement. The obtained results will lead management in decision making to increase employee satisfaction.

Society: Refresh knowledge from the area of creating employee satisfaction and motivational factors that influences people at work.

Originality: The limited number of interview participants and personal acquaintance with the interviewees affected honest answers.

Limitations: A small sample size that does not lead to generalizations towards the whole organization.

Keywords: motivational factors, organizational climate, employee satisfaction, satisfaction factors, dissatisfaction