

A

Aspects of job satisfaction

What does **job satisfaction** mean? [a feeling that your job is worth doing and fulfils you] Is it just having a pleasant **workplace** or is it more than that? [the place where you work] Can a **run-of-the-mill** job be satisfying? [ordinary, not special or exciting]

Some people are prepared to put up with a stressful or unpleasant job if it means **short-term financial reward**. [immediate; *opp.* = **long-term**] [money gained]

Staff **morale** has been very low since the company announced a freeze on pay rises. [amount of confidence felt by a person or group]

Our new manager is very keen to encourage **teamwork** to help us solve problems. [working together for a common purpose]

Is **job stability** more motivating than an exciting, high-risk career? [not likely to change]

After working in the **fast-moving** fashion industry for six years, Sam has decided to look for a career with a better **work-life balance**. [developing or changing very quickly] [the amount of time spent working compared to the amount of time spent doing things you enjoy]

Daniel's job in a **dynamic** new company is often challenging but exciting. [continuously developing]

Chloe is **demotivated** in her current job following recent changes in the finance sector. [feeling less enthusiastic about work] She is **looking to work in / seeking a career in** something more creative, like marketing.

Language help

The text has some words with similar meanings connected to work. It is a good idea to learn them in pairs, e.g. **fast-moving** and **dynamic** (industry/profession), **seeking a career in ...** and **looking to work in ...**. (Note: we say **look to**, meaning consider or plan, NOT look for.)

B

Expressions connected with working life

In many countries, women are allowed **maternity leave**, and men **paternity leave**, if they're having a baby. If they adopt a child, they may have a right to **adoption leave**. [time away from work to prepare for and look after a new baby / adopted child]

What **perks** (*informal*) / **(extra) benefits** (*formal*) do you get in your job? [extra things apart from salary, e.g. a car, **health insurance**]

What's your **holiday entitlement**? I get four weeks a year. [number of days you have the right to take as holiday]

Do you get regular salary **increments** each year? [increases/rises; *formal*] Do you get **performance-related** pay rises? [depending on how well you do your job] Do you get an **annual bonus**? [extra money paid once a year, usually based on good performance]

Most people think they are **overworked and underpaid**. (often said together as an informal, humorous fixed expression)

Because of the recession, the company announced that there would have to be **voluntary/compulsory redundancies**. [people losing their jobs, by offering to do so / having no choice]

During the strike, the airport managed to continue running with a **skeleton staff** of volunteers. [the minimum number of workers needed to keep operating]

The people on the **interview panel** at the last job I applied for were so unfriendly that I got very nervous. [the group of people interviewing someone for a job]

Exercises

6.1 Rewrite these sentences by using words and phrases from the opposite page instead of the underlined words.

- 1 Do you enjoy working as part of a team?
- 2 I don't think that earning a lot of money is the key to job satisfaction.
- 3 Would you feel nervous giving a presentation to a group of people at interview?
- 4 Sales staff are often paid extra money each year when they perform well.

6.2 Find expressions on the opposite page which mean the opposite of the underlined words or phrases.

- | | |
|---|---|
| 1 a <u>very unusual, exciting</u> job | 6 a <u>full</u> staff of workers |
| 2 a person who is <u>highly motivated</u> | 7 someone who <u>has a light workload and is paid</u> |
| 3 a <u>rather static and slow-moving</u> profession | <u>a lot</u> |
| 4 a <u>drop in salary</u> | 8 <u>an automatic</u> pay rise each year |
| 5 <u>compulsory</u> redundancy | |

6.3 Choose the best word or phrase to complete each sentence.

- 1 Rafael has done the same job for the last fifteen years and his job will be secure until he retires. For Rafael, *job stability / job satisfaction* is very important.
- 2 Kate has a good *workplace / work-life balance*. She never works late and she often finds time to relax with her family or go to the cinema in the evening.
- 3 After graduating from Manchester University, Dan started work in the *run-of-the-mill / fast-moving* film industry.
- 4 Amy joined the law firm for the *bonus / long-term* career prospects they offered. It would be hard work for the first few years, but she could later become a senior partner.

6.4 Each sentence in these pairs of sentences contains a mistake. Correct them.

- 1 She was on mother leave for three months after the birth of her baby. Then her husband took father leave for three months.
- 2 Sarah has been on adapted leave since she and Brian welcomed their new two-year old child into their family. Brian took volunteer redundancy from his job, which means he is at home too.
- 3 My holiday tittlement is four weeks a year. The atmosphere in my place for work is very pleasant, so I'm happy.
- 4 When I applied for the job, I was looking for join a dynamic team. However, the interview jury gave an impression of complete boredom and lack of interest.
- 5 The factory had to operate with a skeletal staff during the economic crisis. There had been a large number of compulsive redundancies.
- 6 I get some good parks in my new job. I get a company car and free health security.

6.5 Over to you

- What does job satisfaction mean to you?
- Do you think financial reward is more important than job stability or work-life balance?