

## Job Dissatisfaction

David A. Scott, Ph.D.

Dawn-Marie Farrell-Smith, M.Ed., Ed.S.

Angela Garren, M.Ed., Ed.S.

Hannah Wegley, M.Ed., Ed.S.,

Clemson University

We either have experienced or know someone who has experienced job dissatisfaction at some point in their life. Many factors can lead to job dissatisfaction, including horrible managers, poor working conditions, irritating co-workers and even harassment. Job dissatisfaction is very common and can have an impact on a person's overall health and relationships. Job dissatisfaction can also lead to people changing careers several times over their lifetime. A person would be considered very lucky to have a job they enjoy going to each and every day.

Did you know that job dissatisfaction can impact a person's mental and physical health? We now know that the constant stress from work can lead to issues with our immune and cardiovascular systems along with our mental health (Dirlam & Zheng, 2017). Depression, anxiety and burnout are just a few of the possible mental health issues.

There are several factors that may contribute to job dissatisfaction, including both intrinsic and extrinsic factors. These factors are often referred to as *work values*. Intrinsic factors are related to internal motivation in the work a person's doing and can include things like achievement (feeling successful or productive), recognition (most people want to feel they are valued by their employer), responsibility (feeling that they are an important part of the process),

and advancement (we have all heard of the term...*dead-end job*). Extrinsic factors are related to the rewards/benefits the person receives from the work, such as salary, work environment, co-workers, job security, social status, and work-life balance. Research indicates that a person's work values are shaped mostly by parents, family members, and mentors (Choi et al., 2013), so a person might benefit from reflecting on the significance of these values when entering a career, to ensure that they're entering a career *they* want to enter rather than one that significant others want them to enter.

Job dissatisfaction can have significant impacts on the individual, family, and community level. Individuals with the most amount of job dissatisfaction have been found to be more likely to experience excessive worry, experiences sleeping difficulties, and be diagnosed with psychological problems (Dirlam & Zheng, 2017). Studies have found that symptoms including exhaustion and sleeplessness can spill into an individual's family life and disrupt their work-life balance (Hyman, Baldry, Scholarios, & Bunzel, 2003). Though job dissatisfaction can be mediated by family and community resources, job demands can often impede upon or disrupt the time an individual can spend on those resources.

As with many issues faced on a daily basis...Communication is one of the best ways to reduce job dissatisfaction. Job dissatisfaction can be addressed by employers if they are intentional in creating open pathways for employees to communicate. So many employees feel they have no voice on what happens within their organization. It is also critical that employees speak up for themselves. Even though it may be difficult at times, employees can provide employers with valuable information on working conditions and the overall health of an organization. Self-care is another factor in trying to avoid job dissatisfaction. When we don't take care of ourselves (setting boundaries, eating healthy, sleep, exercise), we can develop a very

negative view of our jobs (and other parts of our lives). One last factor is for employees to evaluate if their current job is what they want for their career and whether or not their skills and experiences are appropriate for the job. Many times, people stay in jobs because they are afraid of what would happen if they changed careers (fear of the unknown) or because it may be very easy for them. Additionally, people may leave jobs because their skill level doesn't match the expectations for their current position (either too high or too low). Changing careers can be very anxiety provoking. Consultation with a career professional is the best recommendation for those that are seeking options on changing careers.

Job dissatisfaction is a real issue for employees and employers. Job dissatisfaction can lead to a multitude of problems/issues for both the person and the organization. Both employees and employers can take steps to try to reduce job dissatisfaction.

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