

2.5	Information from existing files and documents to determine how serious staff dissatisfaction is.	F recruitment policy	
		G case study	
			(3 × 2) [10]
TOTAL SECTION A:			40

SECTION B

Answer any FOUR questions in this section.

QUESTION 3

Caroline Solomon is the general manager of Khumedi supermarket in Polokwane. She knows how important it is for staff members to experience job satisfaction. Part of the process of creating job satisfaction is to enrich the work of staff.

- 3.1 Explain the meaning of job satisfaction. (8)
 - 3.2 What can the management of the supermarket expect if their staff experience job satisfaction, as well as a positive feeling in the workplace? (10)
 - 3.3 Explain EXHIB factors influencing the level of job satisfaction. (8 × 2) (16)
 - 3.4 Achievement awards are motivational incentives used to reward outstanding, hard and consistently good work by employees, based on results achieved.
Name THREE different forms of achievement awards. (3 × 2) (6)
- [40]**

their job. It encompasses various factors such as fulfillment, contentment, and a sense of accomplishment derived from the tasks and responsibilities associated with the job. Job satisfaction is influenced by a combination of intrinsic and extrinsic factors, including the nature of the work, relationships with colleagues, compensation, and opportunities for professional growth.

3.2 What can the management of the supermarket expect if their staff experience job satisfaction, as well as a positive feeling in the workplace?

If staff members experience job satisfaction and a positive feeling in the workplace, the management can expect several positive outcomes. These may include:

- Increased Productivity:** Satisfied employees are likely to be more motivated and engaged, leading to higher levels of productivity.
- Improved Employee Retention:** Job satisfaction contributes to employee loyalty, reducing turnover and the costs associated with recruitment and training.
- Enhanced Employee Well-being:** Satisfied employees are generally happier, which can positively impact their overall well-being and health.
- Positive Organizational Culture:** A satisfied workforce contributes to a positive organizational culture, fostering collaboration, innovation, and a harmonious work environment.
- Customer Satisfaction:** Satisfied employees are more likely to provide better customer service, leading to increased customer satisfaction.

3.3 Explain EXHIB factors influencing the level of job satisfaction.

Work Environment: The physical and social surroundings in which employees work can significantly impact their satisfaction.

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Gary Rees,Paul Smith



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Personnel Management United States. Bureau of Naval Personnel,1971 **The Practice of Management** ,1980

Managing Human Resources Alan Cowling,Chloe Mailer,2013-06-17 This is the third edition of a book which has gained wide acceptance in universities and colleges for use on advanced courses in human resource management Written by a team of recognized experts in thier field it combines a high academic standard with an applied approach to the challenges facing managers today which will appeal to both line mangers and human resource managers **Human Resource Management and Ethics at Work** Lisa Grover,2025-05-01 Human Resource Management and Ethics at Work dives deep into understanding ethical human resources practice including professional codes of conduct and what it means to be an ethical human resources professional Each chapter explores the philosophical underpinnings of the ethical challenges faced by contemporary human resources professionals It draws upon narratives from fiction and film to bring these scenarios to life Each chapter utilises theories and concepts from philosophy to equip current and aspiring human resources professionals to think about ethical issues There are no right answers here but by provoking debate and discussion human resources professionals can make better choices Through understanding and practice we become ethical human resources professionals The book is structured around the three ethical perspectives First the perspective of the individual human resources professional focusing on good character and the traits of an ethical human resources professional Second the relationship between the individual human resources professional the organisation and its employees and human resources professional bodies The human resources professional aims to have a positive impact on working lives but has to navigate a complex network of relationships and responsibilities Third the narrative moves to the macro level identifying the social responsibilities of the human resources professional beyond their own organisation A section of the book is dedicated to each of these pillars exploring what they mean for the practising HR professional Concepts and theories from philosophy are applied to understand this meaning These tools can then be applied to novel situations that HR professionals go on to encounter in the workplace Teaching activities are included throughout the book This is an ideal resource for those undertaking an undergraduate or postgraduate course in human resource management practising human resources professionals who worry about the right thing to do or anyone interested in people management ethics Personnel Management Abstracts ,2000 *Monthly Catalog, United States Public Documents* United States. Superintendent of Documents,1973 February issue includes Appendix entitled Directory of United States Government periodicals and subscription publications September issue includes List of depository libraries June and December issues include semiannual index *Human Resources Management* ,1986 **Personnel Management** ,1984 *Strategic Human Resource Management* Gary Rees,Paul Smith,2017-05-01 An accessible introduction written by a stellar contributor line up of world renowned lecturers and practitioners in the field including Linda Holbeche Stephen Taylor and Jim Stewart **Women at**

War Rosemarie Skaine, 1999-03-15 The Persian Gulf War changed the face of combat It brought women s military roles into the spotlight in large part via the mass media and showed that many women performed combat roles similar to those of men during the conflict The war was thus an impetus for changes in laws that had prevented women from serving in combat assignments In past centuries because it was not culturally acceptable for women to serve in combat surprising numbers joined secretly under assumed male names After defining exactly what is meant by war and combat this work presents historical and present day views of the involvement of women in the military The impact of regulations on women in combat is analyzed as is the role of the American public in the controversy Female combat is put into context with sociological theory also discussed are readiness cohesion ability sexuality equal opportunity and family issues

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