



ROBBINS CHAPTER- 3

A large, horizontal, yellow arrow graphic pointing to the right, with a gradient from dark yellow to light yellow, positioned in the middle of the slide.

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Values, Attitude, Job Satisfaction

- **3/4 like their jobs**
 - People & Jobs compatible: interests, values, and abilities (Sam Walton)
 - Critical to Job Satisfaction / Productivity
 - ✓ Opportunity to do what they do best
 - ✓ Having opinions that count
 - ✓ Opportunity to learn and grow
- **Older workers**
 - **93 %** over age of 55 - are satisfied with job
 - Under 55 it is **58 %**
 - Are you? If not, why not?



Values, Attitude, Job Satisfaction

- Values...basic convictions
 - Set goals, provide resources, be available, reward in public
 - Lead by example
- Value Importance...hierarchy
- Value Types
 - Terminal...end state
 - Instrumental...method of achievement
 - Differences*
 - Fig. 3-1, 3-2, 3-3