



# ROBBINS CHAPTER- 3

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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**