Review of literature

Stat in 2004 “Job satisfaction can be defined also as the extent to which a worker is content with the rewards he or she gets out of his or her job, particularly in terms of intrinsic motivation.”

Armstrong in 2006 “The term job satisfaction refers to the attitude and feelings people have about their work. Positive and favorable attitudes towards the job indicate job satisfaction. Negative and unfavorable attitudes towards the job indicate job dissatisfaction.”

Aziri in 2008 “We consider that job satisfaction represents a feeling that appears as a result of the perception that the job enables the material and psychological needs.”

Veldhoven (2009) These long work hours may be indicative of a strong commitment by clergy to their congregations and community. Personal dedication, investment in one’s job, and commitment increase job satisfaction in clergy and religious order workers (Wittberg 1993). Anecdotal accounts can certainly verify this commitment, and it is something clergy have in common with firefighters (Lee & Olshfski 2002).

Melvin (1993) stated that the environmental design of an organization plays a very important role in job satisfaction at the same time it also plays an important role in employees high job involvement. A good environmental design of an organization helps in resolving the conflicts and confusion. The author even cites that it is the responsibility of the management to design the environment in such a manner that it reduces the dissatisfaction where in the work tasks, working patterns are properly mentioned.

Mathew (1991) tested the relationship between Satisfaction and organizational commitment with a Non-recursive model that permitted the simultaneous examination of the influence of satisfaction on commitment and the influence of commitment on satisfaction. The study highlighted that the two variables were reciprocally related but that the influence of satisfaction on commitment was stronger.

Mehra and Mishra (1991) in their study explored the potential moderator effect of mental health on the Intrinsic Job Satisfaction-Occupational stress relationship. The study was conducted on 250 blue collar industrial workers of UPTRON India Ltd. The findings of the study showed that mental health has a moderating effect on the Intrinsic Job Satisfaction-Occupational stress relationship.
**Maslow’s hierarchy** of needs is one of the prominent motivation theory that laid the foundation for job satisfaction theory. This theory explains that people seek to satisfy five specific needs in life – physiological needs, safety needs, social needs, self-esteem needs, and self-actualization. In this theory it states that the lower needs must be met before the others can be achieved (robbins and coulter, 2007). This model served as a good basis from which early researchers could develop job satisfaction theories.