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RESEARCH ARTICLE

JOB SATISFACTION AND DISSATISFACTION IN EMPLOYEES RESULTS

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ABSTRACT

It has made mandatory to create a variety of tactics to protect the assets of the company and to be taken competition between companies many factors such as increased communication tools, globalization, advances in technology seriously. The businesses, except maintaining its current position within the industry, are required to take under control to increase the satisfaction level of work efficiency of the employees and to fulfill the needs of workers to be the most successful in the sector.

Today, it is of utmost importance for the organization to know the factors affecting employee satisfaction and to fulfill necessary actions accurately and timely. This study investigates the factors affecting job satisfaction and the size of job satisfaction regarding individual and organizational.

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INTRODUCTION

Job Satisfaction Concept

Business is a labor laid and for the activities carried out by power supplies to produce something and to reach a conclusion. It is given the task to one. The satisfaction is to bring contentment, to be pleased, the ability to be content with what you have (Parlatr 1998: 739).

People spend a significant portion of their time at work. So the work people do a great importance in the daily life and work life. Therefore, it leads positive results both in business life and private life the person enjoying what they are doing and to ensure the satisfaction. Otherwise, it may not be allowed to be conducted in a general state of goodness and happiness, spiritual, physical and social in the sense. That also makes it critical for employee job satisfaction (Telman ve Ünsal 2004: 21).

It has been addressed with various theoretical approaches, the person what they're doing that provides comfort and happiness. Academics have also studied it in different institutions. Because, job satisfaction is also important for organizations in the productivity point, in life satisfaction point for individuals. Understanding the real value of this concept, which emerged for the first time in the 1920s is based on the 1940's. In 1959, Herzberg, Mauser, and Snyderman believed that work satisfaction and dissatisfaction experienced caused by different factors. (Çakmur 2011:759). Job satisfaction (employee

satisfaction) concept explains the overall level of satisfaction he felt in the workplace and the employee's work (Zaim ve Koçak 2010: 2987).

There are a variety of definitions for job satisfaction. In some of those descriptions, they are expressed in the form of job satisfaction, the job you enjoy and being happy. People living Job satisfaction is not easy to understand. So this person may not be understood by looking at their faces. Smiles on their faces seen is not enough to express it (Silah 2001:115). Therefore, different researchers have also tried to define job satisfaction with various expressions. According to one definition, job satisfaction, work done by the employee. As a result, they meet their needs and the opportunity to realize individual value judgments or that would have been fulfilled with a feeling (Barutçugil 2002:180).

According to another definition of job satisfaction, working in the real sense, I'm satisfied with my professional experience a feeling of psychological, physiological and social opportunities combination (Sı rı ve Basım 2006: 133). There is a consensus at the highest level among social scientists that it was a positive emotional reaction to the work of job satisfaction (Oshagbemi, 2003: 1210; Scarpello, 1992: 125-140). Done across the definitions of job satisfaction, they are real emotional state or living in pleasure and employee attitude he displayed as a result of analyzing himself and his work. Therefore, job satisfaction is an emotional, and behavioral response, and the work of people working life and environment to explain (ahin 2010: 133).

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Also, the mental and physical health of employees along with job satisfaction, personal, psychological, and physiological is an expression of feelings. Frances and Lebras said by a lot of factors of job satisfaction. Because that creates satisfactory own needs and values and dissatisfaction varies from person to person (Kahya 2013: 36). According to Locke (1976), job satisfaction is the situation “pleasure provides or a real emotion” resulting from evaluation of employee’s job or job experiences (Aktaran: Judge ve Klinger 2008: 394). According to Robbins (2000: 20) job satisfaction “that is related to the employee’s job attitude”. Job satisfaction of workers, it expresses the general attitude towards his work. The employee, will be satisfied with doing a job of work in running a section while some sections might not like. As a result, an overview of the workers will have a positive outcome is positive as well as job satisfaction. Communication in business life in the employee’s colleagues and managers request from him. Employees will comply with the rules of the organization and will try to meet these requests by their capabilities. There are expectations from the employee's work habits to physical conditions in their life. Employees want to meet these expectations. Job satisfaction is a result of individual requests and interaction of work (Erdo an 1996: 232).

The level of employee job satisfaction indicates that it has a dynamic structure that can vary at each location. Therefore, the business environment and so on. It may contain different satisfaction levels for some employees. That is the result of a structural feature of non-stationary (Barlı 2010: 336).

Job satisfaction is stated as the consequence of exciting work and professional experience of an assessment of their work and their jobs. Also, job satisfaction among the prominent features has been identified needs, values, and expectations. These features may be sufficient for ensuring their job satisfaction (Ba aran 2000: 216).

Job satisfaction, people, are expressing their attitudes and feelings about the job. It is a phenomenon that is closely related to employees and employers the positive and negative consequences. Such an important issue requires that managers follow-up continuously. Because, it is variable. It will never accept the disinterest. Many things in life are in constant change. Of course, job satisfaction will be influenced by that. For this reason, it must be regularly checked. There are physical and psychological reasons for low levels of job satisfaction. In the case of breaking away from the people, they are in the organization should be assessed with a small degree of job satisfaction. To leave the group can be specified as psychological and physical separation. Work where and decreased business productivity from employees who are not satisfied with the work that negatively affects job satisfaction (Akıncı 2002:1-25).

Job satisfaction is an important phenomenon to commitment to work successfully, employee's job continuity and job finding attractive (Tarlan ve Tütüncü 2001:141). People are increasing their field of labor and the performance of the impact environmentally. Businesses also need to encourage employees to motivate further them. This way it is possible what the employees want, needs and expect by evaluating well.

Therefore, managers are the persons most responsible for the increase in productivity in the workplace (Altundi ve Özdemir, 2006:136-146).

History of Job Satisfaction

It was understood the importance of Job satisfaction concept 1930s and 1940s emerged in the 1920s. While organizational and industrial psychology is investigating job satisfaction has also taken its place among these issues. There are several reasons why an important issue of job satisfaction. When assessing the humanitarian aspects, life satisfaction is linked to job satisfaction. That also affects people's mental and physical health. Other causes are determined regarding the businesses (Ye in 2009: 6).

Since the 1930s, job satisfaction, motivation is dealt with (Aykaç 2010: 8). Since 1950, however, the attitude towards running is different. The reason is increased during this period of human relations approach. Thus, the human being is seen as a social psychological (Gözen 2007: 7).

The featured issue in studies, people given enough attention together with suggest that will also increase productivity and performance in organizations. Former employees, when the cost is considered today, a human is regarded as the most important and valuable part of the organization. Thus, the human resources department is increasing in importance. Because this section, the right place to bring the good employees, acclimatization, training, compensation and reward and are dealing with significant issues such as employee retention and career stages (Aykaç 2010: 8).

Importance of Job Satisfaction

It is a crucial concept for people covered by job satisfaction of all life. The development of skills and relationships in one's work environment is a factor that increases the value and the meaning of life (Yetim 2001: 163). It is imperative for job satisfaction and workplace not only for employees and service areas. Job satisfaction is a factor boosting productivity. Also, it draws attention to the importance of the issue to tensions experienced with job dissatisfaction, problems stress and dissonance (Çimen 2000: 54). To increase motivation and workplaces to prevent accidents of this kind of stress, anxiety, and prepare a variety of activities to reduce tension.

By job satisfaction, there are biological, psychological and social needs of human. Therefore, the job satisfaction, it is impossible to think independently from the environment. Given changing environmental conditions and providing an environment for employee satisfaction, it is impossible to complete an excellent job. Job satisfaction levels of employees are among the responsibilities of the managers that work to keep a consistently high level. To achieve this, some strategies to develop a task for the administrator. Every effort in this regard will be a positive return on the businesses. That to put forth the effort for managers, employees not only as an economic entity but also must be accepted that there are social aspects. It is a duty of the organization job satisfaction of workers the provision of social (Akbal 2010: 45).

The decline in job satisfaction, when viewed as a harbinger of the administrative organization of the work is not going well. Perhaps this situation will destroy the organization's immune system will weaken, according to the level. Against threats from outside and from inside the organization will be weakened and will not be able to react as necessary. To obtain an output at the desired level, organizations should seek ways to increase the satisfaction levels of their employees and must engage in continuous improvement. (Sevinç 2014: 38).

Factors That Affect Job Satisfaction

Several factors affect job satisfaction. Theories of job satisfaction for psychologists and management scientists have produced. According to the level of importance of sources of job satisfaction have been categorized. The first of these categories is divided into inner and outer second. Internal factors employees' personal issues, the external ones include environmental factors such as work environment (Adigüzel and Partridge 2006: 2). In this section under two headings as individual and organizational factors that influence job satisfaction factors will be examined.

Personal Factors

It is stated that the person's characteristics such as age, gender, marital status, the length of service and level of education can affect job satisfaction in various studies.

Gender; the impact of gender on job satisfaction when we look, the studies were done, revealed different results. Some researchers argue that there is no definitive results in which of the sexes is significant in this regard, but gender is a factor at the point of job satisfaction (Akgündüz 2006: 97).

Marital Status; It was examined the impact of marital status on job satisfaction, such as gender has been shown to not give accurate results. Most of the researchers found that the level of job satisfaction of married employees are higher than single workers. It is believed that the responsibility of married workers on job satisfaction and their lives contribute a positive way to the incoming order (Söyük 2007: 78).

Age; it is suggested that the individual most important factor is age affecting job satisfaction. Herzberg stated that job satisfaction was initially high level of young people, fell of the degree in the Middle Ages after increased again with age. Because people are to adapt much more to the workplace and to fall their expectations with age. With career one is to have a better job and a better position (Çakmak 2005: 31). Yıldız ed. (2003) they found that in their research on physicians the level of satisfaction were high in other age groups, lower in the young doctor. In the same study, they found that there is no significant relationship between age and employee job satisfaction (Aktaran: Keser 2006: 103).

Education Level; There is an important association between education level and job satisfaction level of Education. Yin and Yang (2002: 577) indicate that appreciation also fell with falling of Education level. On the other hand, Bilgiç suggested that there is no a significant effect on the level of Education of

Turkish employees' job satisfaction. The ones who have a bit more education standards concern much more with the efficiency of the work. Do not excuse their negativity more care of business (Bilgiç 1998: 554).

General expectations suggest that as the education level increases, the degree of job satisfaction will also increase. A good education can provide employees will satisfy with a business opportunity. However, dissatisfaction in workers may occur as this case will not always happen (Çetiner 2014: 58). Today, along with industrialization, business areas have also changed. Elevated the level of education in our society, however, the unemployment rate increased on a sectoral basis. Educated individuals in a particular field to be forced to work in jobs outside their fields, can be considered to have a significant effect on the differentiation of levels of job satisfaction (Polat 2014: 26).

Period of Service; length of service is one of the factors that affect job satisfaction. There are different opinions of researchers on this subject. Such as Karatepe vd. (2006: 558) scientists argued that the seniority increased, as the level of job satisfaction increased. Acker (2004: 68) argued exactly the opposite. As seniority increases, satisfaction decreases.

The increase in work experience, the expectations from the employee's work makes it more objective. So, the employee will be found to approach more realistic to employer, to be surer of the expectations for where you stand on and to adopt business-related working conditions. Thus, the level of job satisfaction will be attained in the required level. Adopting the realities of working life of employees will learn that there is a time-dependent variable feeling of satisfaction. For example, if a workplace in which employees must embrace it time to get the title, he will try to gain the work experience necessary to motivate him and will be satisfied by the job (Akıncı 2002: 55).

Personality Traits; there is a relationship between personality characteristics and job satisfaction of employees. It was defended that the quality of employee personality aspects increases and job satisfaction also increases otherwise they fall. (Akgündüz 2006: 17). It has been shown to reduce job satisfaction such as personality characteristics of openness, sociability, and a good harvest, to increase job satisfaction such as personality characteristics of emotional characteristics, inconsistency (Bruk-Lee et al. 2009: 156-189).

The employee to be consistent with the structure of his personality in his work is another factor that affects. Job-related can increase the level of skills and competencies can be developed. However, employees who are not suitably with the natural ability to self-development and emotional maturity required for the job, no matter how intelligent and educated will damage the organization (Vural 2014: 53).

Social Structure; To see the impact on job satisfaction and feelings of the common people in the individual's social structure is important to note that it is grown in influence. There are some researchers that job satisfaction is at a low level individuals who family ties are weak, especially adopting a poor lifestyle, introverted. It is not expected to have specific

expectations of the work environment from individuals who don't depending on your upbringing, and taking responsibility and avoids any desire to achieve a better standard of living. The individual will be insignificant to not fall into any sure hope to work with the employee the feeling of belonging and a sense of job satisfaction for decrease. For a person with such an understanding will not be able to detect the differences in the working environment (Erdo an 1996: 235).

Job satisfaction employees are more likely to developed a sense of self-confidence than others. Not afraid of hard work likes to deal with employees taking responsibility for this, and value this kind of work. It helps motivate you to accomplish the job; it's just an organization they care about the system more. You expect to be praised and his work, check to see less than others due to the criticism fewer breaks, less the business concern and the conflict live. The degree of satisfaction varies from employee to employee. Job satisfaction of the employee needs and requirements The type, extent, duration, based on the nature of the expectations from the organization. All of them varies according to personality traits (Ba aran 2000: 220).

A Value Judgment; there are value judgments according to each's beliefs and character. This value judgments of individuals in private life will make itself felt in individuals business life at the same time. Each owned difference will also create differences in perspective to the world. Each individuals will have different behaviors and attitudes. It will be too difficult to satisfy different expectations within the employees in the organization. It will be hard for Individuals who wish to work together in different conditions and harmony. To minimize these differences, managers have to pay attention to the value judgment of the individuals they were hiring. Managers should provide information to the individual business conditions and the environment in recruitment. If individual decide not mind individual requirements in terms of its value judgments can be ensured recruitment takes place and work in harmony in the organization (Akıncı 2002: 53).

Organizational Factors

We will examine the following organizational factors as headings. These will be under the headings of wages and fringe benefits, promotion, participation in management, performance-based rewards, working conditions, colleagues, the work itself, communication, delegation, consultancy, management and security.

Wages and Fringe Benefits; salary levels for the employees is a vital issue of Justice. The salary level must be compatible with the exhibited performance and the amount of work. If the person can meet the needs this makes a positive impact on job satisfaction. In addition, employees are charged by comparison with people who do the same job with them. If this comparison is positive, the job satisfaction that will be largely positive. For this reason, accurate determination and distribution of wages are necessary. (Bozkurt ve Bozkurt 2008: 5).

The job satisfaction and job satisfaction level will be positive if the employees received fees fair attitude towards by, the economic structure of society, the determined job what they

want by the employee and the employee's ability. It is not always possible to reach for individuals whom they want to receive charge. it is more important to be balanced and fair than to be high according to the other employees the wage to be taken from the perspective of job satisfaction. Dissatisfaction factor seems to be more than satisfaction the fees charged. Very few employees are satisfied with the fees they receive (Erdo an 1996: 239).

It is determined in the research that a fee also gain social needs such as respectability, acceptance by others and success in the community (Budak 2006: 40).

Promotion; one of the factors is a promotion opportunity that influence job satisfaction. It provides a positive contribution to job satisfaction of the person to be promoted. If Individuals who are ambitious cannot get a promotion, it will have a negative impact job satisfaction (Demir 2007: 167).

As a result of the high frequency of employees, redistribution and a high promotion opportunities are factors that will increase the satisfaction of this request. The limitation of promotion opportunities in the organization have an adverse impact on the employee satisfaction this request. The concept of development for each employee expresses different meanings. A promotion comes the meanings of perceiving as a spiritual development, while others by a matter of Justice, more money, acquiring a higher qualification, obtaining more successful to be against anyone. The promotion of the perception of each employee varies (Ba aran 2000: 215).

It can be said that the promotion have lost all meaning which is the result of the rise of from within the stated mandatory and away from a sense of Justice, based on certain criteria or hierarchical structure. In the same way seen in the various organizations, it is believed that a negative perception may lead to create the expected impact on employees, to rise that occur within the company depending on the year of study (Koç 2012: 22).

Participation in management; it is accepted that employee motivation will have a positive effect on job satisfaction employees, the institution they work for rights to have a say and furthermore the Directorate may have an accurate evaluation to their own values and opinions (Ku luvan ve Ku luvan 2005: 196).

Job satisfaction is not ensured of a solid management approach in organizations. The strict implementation of the control mechanism leads to several difficulties. In this approach, organizations take decisions on their employees and, when necessary, by restricting the possibility of participation in decisions can give rise to dissatisfaction. Today's employees desire to be active in the business as needed to express their views on issues related to their career. An active approach to the expectations of the organization in case of the employee, the employee's self-confidence and develop a sense of responsibility for his work will feel in the first degree. People who value the participants and the formation of a working environment that encourages organizational development

capabilities will pave the way for use until the end of the work (Söyük 2007: 92).

Performance-Based Awards; Performance indicates the result obtained when the duty of an employee. The people who work at a location able to fulfill their tasks successfully are considered high performance. Otherwise, the low performance are seen as an individual. (Bingöl, 2003: 259).

High performing employees in the business will have the benefit the objectives of the organization they belong to both fulfill their duties (Aldemir vs. 2004: 304).

Organizational performance to individual performance is also important Because of the increase organizational performance is directly related to the increase of individual performance. Therefore, high-performance businesses who want to emphasis on individual performance. (Odaba 2004: 6).

If these employees are awarded performance in a timely and accurate will impact positively on their job satisfaction. There are awards given date, depending on the performance of the employees of the organization. To meet the employees' costs patients, preparing special holiday atmosphere can spend annual leave for some employees, children of meeting the educational expenses of employees who are successful, there are rewards such as allocating cars to the executives who succeeded. Such remuneration is known to increase job satisfaction if they are used correctly (Erdo an 1996: 240).

Working Conditions; Most of the time employees spent working environment is closely related to the physical conditions and job satisfaction. Because of the lack of suitable work environment to ensure good physical condition and integrity of the organization, job satisfaction, thereby increasing productivity (Soysal, 2009: 22-23).

In addition, employees of businesses within the proximity of their homes, work that is clean and tidy building, good tools and supplies that may be available for the job of job satisfaction affects positive. Their presence is significant from the standpoint of working efficiency. Dissatisfaction can be seen in, employee concerns, reflecting the work may be a result of negative attitudes towards mental health problems and the business environment. The resolving these problems can play an important role in increasing the job satisfaction (Ba aran 2000: 220).

Colleagues; People can take help from the environment while achieving their goals. Cooperation can facilitate achieving the goal. Therefore, the route to the destination becomes closer (Aydm, 2000: 184). Colleagues and formed groups are the factors affecting job satisfaction. To be included in the working group sees itself more appropriate for a group that is considered successful if the job satisfaction will also increase at this rate. Employees spend most of the day at work. Therefore, owned colleagues have in this environment is very important. To be able to unite in them the same denominator will increase job satisfaction (Bozkurt ve Bozkurt 2008: 4).

The Work Itself; the person is doing the job that is highly effective. In this regard, numerous studies are available and according to those studies when the job is complicated, it will improve the job satisfaction. However, simple tasks reduce job satisfaction. Because those people who do things that require sophisticated and more knowledge and skill they see themselves more different and important. However, the level of work above on the skills of the person has a negative effect on job satisfaction. Of doing the same thing regularly, their work skills and intelligence don't use a fair amount of people who can't enjoy. (Budak 2006: 56).

The work given to employees, must be appropriate to the properties owned by the employees. It is stated to increase the personal motivation of the harmony between work and employee, when analyzed regarding human resources management. If there is a mismatch will reflect the work of the employees. Minimal realization of the extent of compliance occurs equivalence features required by the business owned by the individual's personal characteristics. This equivalence is concerned with ensuring the correct selection of the personnel recruited. During recruitment for this, it is necessary to identify the correct alignment between the business and people. Another important aspect of the fit between employee and job may change over time. Even though the technology used in the business process has evolved and changed if any improvement in the employee's level of knowledge cannot be obtained, the old knowledge and skills are used, the incompatibility will arise. It could be the opposite of this situation. Therefore, the human resources policy must be open to change, the technology developed should be monitored, and necessary steps should be taken. Such an approach will affect the job satisfaction of the employees (Fındıkçı 2009: 394-395).

Communication; Uncertainty becomes dominant in organizations where communication is inadequate. In this case, the stress, distrust of organization, low efficiency, can lead to redundancy. It is also not expected to have high job satisfaction in such an environment. (Bozkurt ve Bozkurt 2008: 3).

To establish a healthy communication, employees and managers need to know better what they want from each other. Fulfillment of tasks correctly is through proper communication. Therefore, the message must be given in order to ensure good communication clear and open way. There is an important point here. That is feedback. In this way, the continuity of communication can be ensured. People mutually understand and apply what is required. With a good communication is better understood, and tasks will be fulfilled. That will also increase job satisfaction (Demir 2007: 147).

Another factor affecting employee satisfaction in the workplace is an approach to the employees of their managers. In other words, determining the satisfaction level of the relationship between the employee and the administrator is an important factor. The attitude of managers towards employees and especially introverted employees is important in understanding reaching him. The manager has set the distance approach, or authoritarian attitudes, to communicate with employees will prevent. The lack of variability shows Administrators will make it difficult for employees to understand the manager's

attitude will lead to the weakening of communication. In such an environment, the employee gets away from the manager and a healthy relationship cannot be established (Keser 2009: 110).

A delegation of authority; Decisions within their authority, giving tasks to employees at lower levels, the work of subordinates are factors that determine the content of the authority as managers have the right to ask to be successful. The Delegation of authority is announced the work manager needs to do to lower level employees. There is reluctance about the delegation of authority organizations that do not have a certain culture. This type organization, the delegation of authority is perceived as the transfer of the power the manager has. Another reason to take responsibility for disadvantages arising from devolution, is the lack of positive approach to devolution against their subordinates. In fact, this approach creates unnecessary anxiety. A delegation of administrative authority reserves the right to hold when making the decision-making in critical situations. On the other hand, it bears the risk of the transfer of power at the lower levels of employees implementation administrator should take that chance. Required by management, it includes the use and transfer of authority to accept the risk. The devolution of administrative issues have to be confused here, it does not mean the transfer of responsibility (Akıncı 2002: 72-73).

Consulting; Relationships with employees' consultants are moderately effective in job satisfaction point. Counseling is implemented in two forms. The first is employee for the consultancy. Here advisors continuously monitor employees, dealing with problems and giving advice on various attempts to regulate the relationship with people. The second is to provide an advisory director to participate in decision-making at the point of the employees. It is observed that employee job satisfaction is a positive reflection on such consulting activities. Participants creating an environment made advisory form, the employee's management decided to be more effective than a system that allows direct participation and appeared through research to contribute more to job satisfaction (Özkalp ve Kirel 2010: 116).

Management; Today's managers, multi-dimensional thinking must be able to analyze the needs of employees with the ability to take risks and make the right decisions when necessary. Supported and his positive contributions to the organization employees should be rewarded. The managers' expressions of appreciation for employees will have a positive impact on employees. The creation of a healthy working environment, fair management style will have a positive effect on the adoption of job satisfaction in employees (Somuncuo lu 2013: 64).

Security; The feeling that the employee's workplace environment is safe job satisfaction positively influences. Work to see that the work of the employees and that the value of their health are thought to be happy. The occupational health professionals in this business by making a proper understanding of the working environment and safety in the workplace would have taken the necessary measures for safety. In addition to employees for pension, accident, disease and so on. In satisfaction of the presence of insurance business it has an important place. (Söyük 2007: 78).

Job Satisfaction, Dissatisfaction, and Consequences

Employee satisfaction to those who are or who have satisfied the determining factors of dissatisfaction. The most important factor in the formation of dissatisfaction, the need to provide the desired satisfaction, but it can not occur (Tanrıverdi 2006: 1).

It can be said that all the factors that affect work satisfaction influences on job dissatisfaction. Sentiment towards the formation of a person's job dissatisfaction is caused by the lack or absence of factors that are expected to create the organization and people satisfaction. The emergence of disturbances in behavior and the reflection of this situation, people's sense of job dissatisfaction is observed on the around the people. (Eren, 1989: 194-195). Said behavior disorders, the disorder is incompatible with the cultural competence of the organization, the community may lead to the violation of ethical or shareholding disorders and neurological problems. Shares destruction, sleep disturbance, appetite closeness and similar factors of the relationship between job dissatisfaction are at significant levels. (Karadal 1999: 85).

Both in the private sectors employees and in the public sector for sourced many reasons they have expressed job dissatisfaction. Although job satisfaction is an important factor in the success of the organization, job dissatisfaction is perceived as a typical situation in everyday life and at work, like the escape from the eyes of the Administrators. The causes and consequences of job dissatisfaction in the organization should be analyzed well, and the executives should take the necessary measures (Ero lu 2009: 138).

When analyzing the results of job satisfaction of their employees the way that dissatisfactions were also investigated. The first of these is to leave the organization, to resign, or a new job search that is a form of escape behavior. The second is to improve the current situation, raise your voice with the effort of getting a constructive role behavior. Various recommendations and discussion with superiors to perform their behavior can be regarded as trade union activities to raise your voice. It is called loyalty hope's behavior to improve the situation by approaching optimistic and waiting (Özkalp ve Kirel 2010: 116):

Business life expectancy of employees, employee dissatisfaction occurin the case of more than employee's expectations at the opportunities offered by the organization. Dissatisfaction negatively affects the happiness of its employees. Dissatisfaction gives rise to two negative consequences for the individual and the organization. Mental illnesses and disorders, results-oriented person, accidents, occupational diseases, absenteeism and labor turnover is creating the organizational result (Erdo an 1996: 231).

Absenteeism; the employee's absence during work hours at work may have to be constant. Continuation of the deterioration degree of job satisfaction or work creates a strong bond with a late start. Absenteeism is seen to arises as a high material damage problem in organization. Absenteeism in organizations where low wages are seen at a higher rate of

absenteeism than in organizations where high wages. (Özdayı 1990: 45). The reason for the absenteeism, suggesting that dissatisfaction with the working situations; tedium, being tired, boredom, and the desire to take break like similar situations (Hoogendoorn vs. 2002: 327).

The Transfer Of Labor Force; Which means in the form of redundancy based on the desire of the workers labor turnover is one of the most important consequences of job dissatisfaction. Unmet expectations from work life, professional life the one who wasn't happy with; impair the status of continuity in work life, and to resign from his job illustrates the orientation later in the process. Those with low levels of job satisfaction high work orientation formed as a result of the review is thought about to resign from it (Arnold and Feldman, 1982: 359-360). The reason is that employees are not happy with the state of the organization and they feel their sense of belonging to the organization. This situation seems to be inversely proportional to the speed of job satisfaction and work force. (E inli 2009: 41).

Managers to reduce the rate of labor transfer should investigate why this situation occurred and why this should create in order to eliminate the planning of human resources; about career possibilities, arrangements made regarding the money received for services, which are about the business of life conditions, they must strive to eliminate the negative situation regarding inspections and related matters (Yılmaz ve Halıcı 2010: 95).

Work Related Accidents And Diseases; The work-related accidents occur in all kinds of organizations based on employment, the person himself, hitting hampered progress in the damaging or production of the property, the staff and the people around him are the cases which may give rise to the affected (Kaynak vs. 2000: 399).

Occupational accidents that may occur because of factors based techniques, a lack of attention may arise from the negligence of the employees and based on the action. Human factors are to constitute roughly 4/5 of occupational accidents. The definition of bodily harm is not just the occurrence of an occupational accident, this is a form of Crash; besides, howsoever caused or psychologically damage another type of accident at work. Service in exchange for money received, and the lack of fair reward system, those who do the same job of the relationship between the disorder, the lack of harmony between the employee and the boss, administrative relations, occupational accidents and other causes balance disorders reveals. Personal reasons, dissatisfaction with work, we see accidents at work, environmental and technical reasons related to the lack of harmony between employer and employee accommodates (Özdemir 1993: 76).

Sourced from occupational accidents and dissatisfactions increasing psychological reasons stress-induced physiological and psychological factors; reflexes faster than usual, my sense of instant thrills damaging to see the status, a fear of continuous failure to focus on the wrong behaviors, instinct, and anger, to show slowly reflex, mental depression and being sad, tired of falling in a shorter time than usual and so on. For the reasons I mentioned in the section on occupational accidents, work atmosphere, dissatisfaction that leads to staying away from

tendencies observed to occur in a conscious or unconscious purpose (Uyar 2013: 279).

The Relationship Of Yield Strength And Stress; Individuals that have an impact on their business efficiency by affecting behavior, stress is a concept that affects relationships with people. For the formation of stress in the environment people live in, or be affected by the changes that are occurring in your life. The level of exposure according to the characteristics of the person differences may indicate. Stress brings some changes in the body of individuals in the process. They may enter into such as feelings joy, fear, anger and worry. (Eren, 2008: 291)

The stress leads to reduce the yield strength or extinction (Özdevecio lu 2003: 131). Consequently, to reduce the level of job satisfaction and a high level of stress has emerged as a result of the research conducted to increase performance. A job that is a stressor for some of the employees may not matter to someone else a job well done and easy. From work-related stress is causing people to give priority to mobilization. With intermediate levels of stress it adds vitality to the human body and made to strengthen the reflex has been identified as a result of investigations. People, so that the work of the nicer, more series, which make it more intense. A request that cannot be achieved in a person stress and consequently decreases the job satisfaction and success in life and work to reveal the various obstacles (Demir, 2007: 137-139).

Aggressive Behavior; Partner in efforts to access personal ambition, hatred, domination, removing the obstacle or person is described as dominance aggression struggle with their own feelings. Injustices he witnessed all kinds of employees they place the origin of the negative state of mind for patients, collected and piled anger in their minds, causing total destruction resulting from the feeling of anger and feelings of aggression disruptive state. Working aggressive state of being composed of mental disorder that occurs as a result of dissatisfaction comes from the beginning of psychiatric disorders (Özdevecio lu 2003: 80).

Dissatisfaction that occur in work, the person's workplace has been shown to cause abnormal behavior. The case occurred in an intense feeling of dissatisfaction with the work are encouraged to occur involuntary responses. (Kesor 2009: 129).

Drop Business Flow; Leaving the workflow is another mental condition suffered by employees with mental dissatisfaction. Lost hope and scary employees, have to resist while preferring work to go with the flow. The employees leaving the workflow are causing it to shatter the motivation of other colleagues and their motivation (Cücelo lu 2013: 473).

Psychosomatic Condition; Employees' job dissatisfaction leads to encounters with spiritual malaise induced. Digestive problems, appetite closure, nausea, sweating, headache, fatigue swings, shortness of breath, stomach and heart disease, cholesterol changes are like the malaise of this kind. Shortening the life of the business is one of the conditions caused by the dissatisfaction (Türk 2007: 97).

The Influence on Life Satisfaction; it is the assessment of life satisfaction made on the quality of life appropriate to the chosen criterion. Considering that the average life spent eight hours a day's work will emerge links between life satisfaction and job satisfaction. It is observed that job satisfaction and life satisfaction are different perspectives on the bond. There are different views about job satisfaction affects life satisfaction-life satisfaction affects the job satisfaction. Apart from this, job satisfaction and life satisfaction is in fact not the thesis that they suggest the bond. It seems usual to affect job satisfaction-life satisfaction (Keser, 2009: 130-131).

CONCLUSION

People spend most of their time at work. So, business is a very important task for people. It is also important to reach much satisfaction to be happy here. If one can find satisfaction in the job, this condition will affect his life. People can prevent to apply the feeling of life in an area that affects other areas. Therefore, it is quite natural a person to make a generalization like this reflecting on their working feelings to their family and their family feelings to their work (Ye in 2009: 38).

The work that brings job satisfaction to the employees with the increase of the level of satisfaction of material and spiritual living can exhibit a calm demeanor in the lives. Employees this also stress, depression and unrest Keep away. Thus, in business and social life is increasing the number of individuals who have a healthy lifestyle, high quality and satisfied. Ensuring the development of the organization and the impact of employees satisfied at this level is important in achieving objectives. Achieved in all layers of the organization is to contribute to the strengthening of peace and harmony organizations. (Ozpehlivan, 2015: 10-11).

People working in the business can become more connected to saturate enough. Job satisfaction and continue to work together and redundancy situations is also reduced. However, it should be known in the event of separation of the different job opportunities at work, the effects of the successful performance exhibited by employees. The organization works with low levels of job satisfaction are not going well. Business experienced a slowing in the organization, strikes, reduced productivity and job dissatisfaction is located behind a number of organizational and disciplinary problems (Mahmuto lu 2007: 40).

Job satisfaction will constitute a significant portion of one's life satisfaction. Achievement in the business was reaching enough people, here will reflect the other fields of satisfaction and happiness. Family life is not able to distinguish that it is the individual's work and family life. Based on this we can say that covers a significant portion of one's life provided him satisfied, and thus the person determines the level of overall satisfaction (Aykaç 2010: 9).

The research, which is high in both job satisfaction and psychological well demonstrated in the best of health in the physical sense. In cases where low job satisfaction such as headache, loss of appetite, fatigue is determined as a number of health problems (Mahmuto lu 2007: 41).

Employees with high satisfaction levels rose in the attitude towards the customer will be friendly and respectful. Job satisfaction will ensure the promotion of individual and social life in the happy environment to be more positive approach. This positive approach to improve customer satisfaction and will contribute to achieving the objectives set by the organization's future (Demirda 2015: 90).

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