

Work Experience, Motivation and Satisfaction—Do they go together?

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In Indian Industries éminence grise have often been the cynosure of office gossips. Such people are known to have powers without formal authorities and appear to draw enormous satisfaction from their jobs and also they have very high level of belongingness towards their organization. This observation has led to many questions. Whether such people who have high level of satisfaction from their jobs are motivated enough to perform? What are the major factors that lead to such high level of satisfaction on the job ? Further, the question arises as to what are the variables that lead to or impact such high level of satisfaction? Is it the tenure of employment or the years of experience in a particular organization or department which leads to such satisfaction and overwhelming powers without the requirement of formal authority? These questions form the focal points of this research study. This comparative study has been done with age-group, gender, marital status, job classification, job type and educational qualification as additional variables in order to find out whether these variables have any impact upon satisfaction of the employees. It is found that the respondents with lower years of experience have lower level of Satisfaction out of their jobs and further, job satisfaction leads to motivation at work. Many interesting trends have been observed on statistical tests involving various additional variable along with tenure of employment in the organization.