

# **Satisfaction of Work and its Impact on Performance**

## **A Field Study at the Public Establishment of Cement.**

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### **Abstract**

The present study aimed at the discovering the relation between the satisfaction of work and the level of performance according to the workers at the public establishment of cement in Tartous. Because The limits of satisfaction of work were variables which have been studied with the levels of performance for the workers in the previous establishment . The sample was about 117 workers were chosen randomly from the public establishment of cement, from the productive departments who only. After applying the specific tests and after reconsidering the validity of the scale of satisfaction of work , by a group of referees , and after applying the pilot study for its validity , the statistical study was applied to test the hypotheses of the study . The results were:

There is a statistical significance of difference between, the satisfaction about work and the satisfaction of the financial aspect.

There is a statistical significant difference between the satisfaction of work and the satisfaction of the social aspect.

There is no statistical significant difference between the satisfaction of work and the satisfaction the self esteem.

There is a statistical significant difference between the satisfaction of the opportunities of practicing abilities and qualifications.

There is no statistical significant difference between the satisfaction of the worker about the work and its circumstances .

There is no statistical significant difference between the satisfaction of the worker about his work and the behavior of his administration .

There is no statistical significance difference between the satisfaction of the worker about his work and the healthy and safety aspect of his work .

The researcher had some suggestions at the end of the study ..: