



# Job Satisfaction: Application, Assessment, Causes, and Consequences (Advanced Topics in Organizational Behavior)

*By Paul E. Spector*

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## **Job Satisfaction: Application, Assessment, Causes, and Consequences (Advanced Topics in Organizational Behavior)** By Paul E. Spector

Distilling the vast literature on this frequently studied variable in organizational behaviour research, Paul E Spector provides the student and professional with a pithy overview of the application, assessment, causes and consequences of job satisfaction. In addition to discussing the nature of and techniques for assessing job satisfaction, the author summarizes the findings concerning how people feel towards work, including: cultural and gender differences in job satisfaction and personal and organizational causes; and potential consequences of job satisfaction and dissatisfaction. Students and researchers will particularly appreciate the extensive list of references and the Job Satisfaction Survey included in the Appendix.

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### Editorial Review

#### About the Author

**Paul E. Spector** is a distinguished professor of industrial/organizational (I/O) psychology and I/O doctoral program director at the University of South Florida. He is also director of the NIOSH funded Sunshine Education and Research Center's Occupational Health Psychology doctoral program. He is the Associate Editor for Point/Counterpoint for Journal of Organizational Behavior, Associate Editor for Work & Stress, and is on the editorial boards of Journal of Applied Psychology and Human Resources Management Review.

He has research interests in both content and research methodology. His content research concerns occupational health and safety, including injuries, stress and workplace violence. His methodology interests involve the connections among measurement, statistics, and inference. He has published four books with SAGE: *Job Satisfaction: Applications, Assessment, Causes and Consequences*, *Research Designs*, *SAS 8 Programming for Researchers and Social Scientists*, and *Summated Rating Scale Construction*.

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