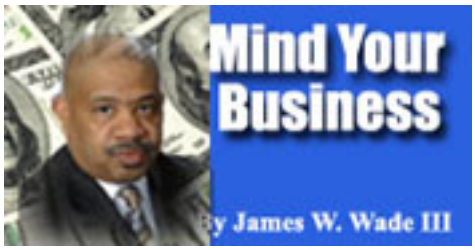

What Makes Employees Happy? Look at yourself for answers. What makes you happy about your job?

What job makes you happy? No matter what kind of job you do, it is important to someone. It should also be important to you. The way you do your job, says a lot about you. Even if you are doing something that doesn't seem too impressive, and is definitely not your dream job, you should do it to the best of your ability. Every body has to start somewhere while goals and dreams sometimes get sidetracked by the need to earn a living. Nearly any person you ask can regale you with a story of the awful job he or she had at one time. Some jobs are dirty.

However, just like the old adage goes, "It's a dirty job, but someone's got to do it."

The saying is often used in a sarcastic way but it also has a lot of truth to it. Where would we be without the people who do those dirty jobs and make life easier for everyone else?

So, if you're just starting out in the work force or you've been downsized and you are working just to make ends meet or trying to climb your way back up, remember... it's not the job that is a measure of your character and dignity. It's the way you perform your job.

Think of your current job as a reference for your next job.

Think about how your current employer will describe you when asked for a reference. Are you punctual? Do you have a good attitude? Do you do the best you can? Are you a hard worker, conscientious, and one who pays attention to detail?

With today's economy, getting and keeping a job is a sticky situation. Clearly, students have smarts, some kind of motivation, and a tip-top educational experience to make them competitive in the job market. But, the qualities that will make students desirable and successful are the ability to flash those pearly whites, have a positive attitude and carry out orders.

You don't need to be the owner or manager to look for ways to improve your business. You're the one doing all the work, so it only makes sense that you would be the right one to know what is effective and what isn't. Is there a process or procedure that isn't working right now but everyone is doing it because "that's the way we were trained?" You can help introduce the business to better methods.

Employees who like where they work will help the company make more money. Sears conducted an 800-store survey that showed the impact of employee attitudes on the bottom line. When employee attitudes improved by 5 percent, customer satisfaction jumped 1.3 percent, consequently increasing revenue by one-half a percentage point. Seeking ways to

motivate and build worker morale pays dividends to any business or organization. The motivated worker is more committed to the job and to the customer.

A happy employee is a more productive and content employee. So what makes an employee happy with their job? A good salary, with good benefits and a good work environment only go so far. Employees want job satisfaction, they want to feel like they are a part of something and that their contributions are appreciated.

Many employee's have different things that motivate them.

Some is to see their name all over everything or to hear the boss mention they did it.

Recognition is one of the biggest complaints employees have. They feel their work is not appreciated by their boss. Some employees may even stop trying to do a good job because their work is never recognized. It is important to give honest praise to your employees. It does not cost a thing, but benefits employee morale.

Top performers should be recognized when they deserve it, but don't forget about the average worker who never rises to that level. These workers are the backbone of your company and need to know that their work is important and appreciated.

You should not have to look to hard to find examples of employees doing a good job. When they do they should be recognized for it. Sometimes a thank you, or good job is enough. If someone does something above and beyond publicly recognize their achievement. Take them out to lunch, left them leave an hour early on Friday or if it is a team effort have a pizza party.

Always keep in mind that people want to know they are valued as a person and their work is appreciated. Never overlook an opportunity to make an employee feel more satisfied about their job by recognition or praise.

Employees want to be active participants in their work and their work environment. Everyone has a streak of independence in them and do not want the policies they must abide by without any advice. While you do not want employees to set their own policies, you can ask for their opinion and participation when it comes to establishing performance measures, setting goals and work priorities.

Employees want to understand how their efforts contribute to the business and want to feel that they are making a difference to their team, their department, and the company. Humans are tribal by nature and the need to be part of a group or a team is important to them.

You can have 5 individual employees each doing their part. Take these 5 employees and make them part of something larger. Make them a team, hold meetings with them to share the progress and challenges. Give them a sense of purpose about their job and their contributions to the company.

What Makes Employees Happy? Look at yourself for answers. What makes you happy about your job? Everyone will be happy with more money, but there are many other ways to keep your employees happy and satisfied in their job.

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Comments and questions are welcome, but because of the volume of mail, personal responses are not always possible. Please note that comments or questions may be used in a future column.