

## Lesson 93

## 1 TOPIC QUESTION

今日のトピック

# What does job satisfaction mean to you?

あなたにとって仕事のやりがいとは？



## 2 ARTICLE

記事

Directions: Read the following article aloud.

課題：以下の記事をはっきりとした声で音読しましょう。

## What is Job Satisfaction?

Job satisfaction is in regard to one's feelings or state-of-mind regarding the nature of their work. Job satisfaction can be influenced by a variety of factors such as the quality of one's relationship with their supervisor, the quality of the physical environment in which they work and the degree of fulfillment in their work.

To my knowledge, there is no strong acceptance among researchers or consultants that increased job satisfaction produces improved job performance. In fact, improved job satisfaction can sometimes decrease job performance. For example, you could let someone sit around all day and do nothing. That may make them more satisfied with their "work" in the short run, but their performance certainly won't improve.

## Do happier people work harder?

Employee engagement may seem like a frill in a downturn economy. But it can make a big difference in a company's survival. In a 2010 study, James K. Harter and colleagues found that lower job satisfaction foreshadowed poorer bottom-line performance. Gallup estimates the cost of America's disengagement crisis at a staggering \$300 billion in lost productivity annually. When people don't care about their jobs or their employers, they don't show up consistently, they produce less, or their work quality suffers.

## Lesson 93

## 3 VOCABULARY

語い

Directions: First repeat after your tutor and then read aloud by yourself.

課題: 先生の後に続いてくり返した後、今度はひとりで発音してみましょう。

**consultant**

コンサルタント

**influence**

影響

**disengagement**

離脱

**transaction**

取り扱い

**staggering**

驚異的な

**foreshadowed**

～の前兆となる

## 4 Questions

質問

Directions: Read the questions aloud and answer them.

課題: 質問を声に出して読んだ後、答えてみましょう。

1. What is job satisfaction?
2. Do happier people work harder? Explain your answer.
3. What can companies do to improve their staff's satisfaction with their jobs?
4. What does job satisfaction mean to you?