



PSYCHOLOGICAL TIME AND JOB SATISFACTION (ON THE SAMPLE OF EMPLOYEES OF THE COMMERCIAL ORGANIZATION)

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INTRODUCTION

- In recent years, in many countries, issues of attitude to work, satisfaction with professional activity are the topical research question of the studies.
- The influence of many factors, such as an interest to work, working conditions to the general level of employee satisfaction, has been proved.



INTRODUCTION

Commercial organizations, unlike state ones, are forced to independently seek ways to increase labor productivity through increasing employee satisfaction. However, not all the resources in this matter have been investigated. In particular, the question of how the perception of time and attitude to time of employees (psychological time) and their satisfaction with work is little studied.



THEORETICAL OVERVIEW

- The psychological time of an individual is the real time of mental processes, states and personality traits in which they function and develop on the basis of the objective temporal relationships between life events reflected in direct experience and value designation (Zakharova, Kozlovskaya, 2019).
- Each type of professional activity is characterized by a special organization of its space and its own temporary system (Klimov, 1995)



STUDY PURPOSE. SAMPLE

- The purpose is to study the relationship between the psychological time and job satisfaction among employees of a commercial organization.
- The study was conducted in a commercial organization, the main activity of which is the sales of medical equipment. The sample included 52 people working in various positions, aged 19 to 64 years.



Method

Diagnostics of personal and group job satisfaction (V.A. Rozanova)

Scale of subjective income (A. Furhnm)

The scale of the value of time as an economic resource (J. Uziunier)

Questionnaire of the temporal perspective (F. Zimbardo)

Attitudes towards time (J. Nuttin)

Scale of the polychronic values (A. Bludorn)



Results

The mean analysis shows that such factors as the style of leadership, the ratio of wages and efforts, as well as the level of salary in comparison with the similar offers in the market, have a lower rating in relation to other parameters.

On the other hand, employees are quite satisfied with factors such as the competence of the boss, working conditions and the content of the work.



Results

- satisfaction with the content of the work and a positive attitude to the past ($r = 0.31$, $p = 0.025$).
- negative relationship between past negative and job satisfaction ($r = -0.324$, $p = 0.019$).
- Present hedonic is negatively interconnected with subjectively perceived income ($r = -0.303$, $p = 0.029$).
- negative relationship between satisfaction with the ratio of salary and present hedonistic ($r = -0.308$, $p = 0.026$)
- negative relationship between satisfaction with working conditions and present fatalistic ($r = -0.308$, $p = 0.026$).



CONSLUSION

Thus, the correlation analysis of job satisfaction and psychological time of the employees of the commercial organization revealed significant and interpretable relationships that indicate that the perception and experience of one's time in an organization can be considered as a factor in their job satisfaction.