Clip 17: How an organisational culture can provide your job satisfaction?
Clip 18: How an organisational culture can motivate an apprentice?

JOB SATISFACTION		JOB MOTIVATION	
Respectful treatment of all employees on all levels	• Two-way communication with employees • Keeping employees informed • Encouraging employees' response • Listening to employee's concerns and needs	**Sharing in results company performance**	• Sharing the success of the organisation with employees e.g. rewarding • Making employees feel valued and part of the success
Trust between employees and senior management	• Involving employees in decision making • Nurturing honest and supportive relationship • Doing what was said to be done • Regularly engaging with staff	**Taking interest in future path of an employee's career**	• Realising every employee's career potential • Enabling further training e.g allowing time off for further education
Opportunity to use skills and abilities in your work	• Valuing employee's skill • Challenging employees to perform at a higher level • Giving an employee greater responsibility	**Taking interest and implementing measures in employee's work life balance**	• Having family friendly policies and practices e.g. flexible working times • Providing good holiday provisions
Respect for employee's ideas	• Encouraging everyone to contribute innovative ideas • Equally considering everyone ideas regardless of their position	**Making employees feel that your work is important and meaningful-**	• Making company's goals specific and clear • Ensuring that an individual employee is aware of how they contribute to the company's goals
Management's recognition of employee's job performance	• Praising employees for a job well done • To feel genuine, praise needs to be relevant, timely and personal	**Varying the nature of individual employee's job**	• Giving employee various tasks to avoid monotony • Giving tasks that are more challenging and allowing that mistakes can be made at the beginning

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