

## **The Effect of Income on Job Satisfaction and Residential Satisfaction: A Literature Review**

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### **Abstract**

The aim of present literature review paper is to identify vital role of income on the amount of job satisfaction and residential satisfaction. The findings of this study express that these two inner feeling factors have fundamental role on individual's life. In addition, this study focused on value of income and its effect on job satisfaction and residential satisfaction. Moreover, low levels of income leads to various difficulties such as low level of job satisfaction and decrease of residential satisfaction among individuals and threaten their behaviors and reactions at work. Likewise, this issue provides insufficient situation in private life and decrease the quality of life.

**Keywords:** job satisfaction, residential satisfaction, income, quality of life

### **Introduction**

Nowadays, there are different factors that improve the level of life and increase its quality. These factors determined in social and private life for each individual. Furthermore, considering to them has great role in the positive attitude and satisfaction (Kahneman & Deaton, 2010). One of these imperative factors is job satisfaction that has general definition in any discussion and plays great role for human resources. Indeed, job satisfaction is not satisfaction about self and happiness but it is refer to satisfaction toward job and its environment. This organizational emotion is any psychological, physiological, and

environment circumstances combination that appear as inner feeling among individuals to say I am satisfy toward my job. Indeed, job satisfaction is pleasurable feeling that drives from job and its experience. In fact fully, result of this feeling refers to attitudes and believes toward work (Azeem, 2010). In 2012, Rafiq, Javed, Khan, and Ahmed explained that job satisfaction is positive emotion that drives from job. In reality, this inner feeling appeared by various factors and effected by them at workplace. These factors change the amount of job satisfaction and drive from private life and environment.

Another factor that has noticeable effect on social and private life is residential satisfaction that is demarcated by Galster (1987) as apparent gap between a respondent's requirements and goal and the reality of the current residential context. In addition, McCray and Day (1977) identify residential satisfaction as the degree of satisfaction experienced by an individual or a family member with regard to the present housing situation. Residential satisfaction includes satisfaction with the house element and satisfaction with the part (Onibokun, 1974). In 2002, Ogu maintained residential satisfaction is employed to evaluate residents' insights and feelings for their housing units and the environment. Besides, residential satisfaction used as an essential predictor of a person's observations of general "quality of life" (Campbell, Converse, & Rodgers, 1976).

Moreover, there is widespread evidence in the literature part that indicates residential satisfaction is influenced by an expansive array of objective and subjectively perceived states (Theodori, 2001). In general, the impression of residential satisfaction does not lie on the person's dwelling. Residential satisfaction is a compound of the overall social and physical components that make up housing system (Francescato, Weidemann, & Anderson, 1989). Additionally, various components influences on residential satisfaction such as physical characteristics, housing physical condition and management services and, social interaction (Jaafar, Hasan, Mohamad, & Ramayah, 2008; Varady & Carrozza, 2000; Varady & Preiser, 1998).

The physical aspect of residential satisfaction contains the dwelling type, physical quality, size of house, aesthetic features and location of accommodation layout, and neighborhood. The dwelling type which affords privacy might be assessed as a feature that results in residential satisfaction (Kaitilla 1993; Ukoha and Beamish, 1997). Furthermore, in the neighborhood also are seen as feature of residential satisfaction (Konadu-Agyemang, 2001). In fact, the neighborhood quality is another factor that influences on residential satisfaction, safety issue, security concern, traffic problem. In the neighborhood all of these factors effect on residential satisfaction (Galster & Hesser, 1981; Salleh, 2008; Mohit, Ibrahim, & Rashid, 2010).

Housing characteristics such as number of bed rooms, size of rooms, living rooms, dining rooms, and other spaces influence on residential satisfaction among individuals (Kaitilla 1993, Salleh 2008, Mohit et al., 2010). Moreover, playground for children and brightness are also used as factors to effect on residential satisfaction. In addition, other variable such as design of dwelling unit influence on residential satisfaction (Salleh 2008). The social aspect of residential satisfaction contains satisfaction with the community in this regard Erdogan Akyol, Ataman, and Dokmeci (2007) argued that social environment effects on residential satisfaction and also Parkes, Ibrahim, & Rashid (2002) identified the relationship between residential satisfaction and relationship with neighbors. Likewise, Kahraman (2013) argued satisfaction with neighbors influence on residential

satisfaction and also assessed the peace in the neighborhood effect on residential satisfaction research in Ghana. Several researchers such as Galster and Hesser, 1981; Salleh 2008 and Mohit et al. 2010 show that social interaction with in the community effects on the residential satisfaction.

Some scholars such as Marans and Rogers (1975) have assessed the role of accessibility to urban services on residential satisfaction. These services contain educational facility, nearness to medical centers, nearness to shopping centers, and public transportation (Campbell et al., 1976; Salleh 2008) and also Westaway (2006) argued that nearness to police services influence on residential satisfaction. In the same way, parking facilities, fire protection, electricity and water supply, influence on satisfaction (Salleh 2008). Mohit et al. (2010) clarified garbage collection impact on the residential satisfaction.

According to the important presence of job satisfaction and residential satisfaction impact of some factors such as income can be guarantees their continued among individuals. Income is one of the effective external factors that has close association with job satisfaction and residential satisfaction. The relationship between these two factors determined in one way; it means that with increasing income the level of job satisfaction and residential satisfaction increased (Ayodele & Olorunsola, 2012). Generally, in present study considered to the role of income on the amount of job satisfaction and residential satisfaction as two main inner feelings among individuals that cover their social and personal life.

### *Relationship between Income and Job Satisfaction*

According to the role of external factors on job satisfaction, the amount of income has key role in the level of job satisfaction. Based on effective factors on job satisfaction spatially external factors, income is one of the main and important factor that has direct relation with the level of job satisfaction. In fact, the income is a kind of salary that staff achieves its monthly. The income determined in different level and every staff based on his or her level of education and status of designation obtains money (Luddy, 2005; Berghe, 2011). Additionally, with increasing the amount of income the level of job satisfaction increased and with decreasing it, the amount of job satisfaction decreased (Puriene, Petrauskiene, Janulyte, & Balciuniene, 2007).

### *Relationship between Level of Income and Residential Satisfaction*

The income of families also effect on the residential satisfaction of people (St. John & Clark, 1984, Mohit et al., 2010). Individuals with different income levels may display different residential satisfaction on similar accommodation environments. Marans and Rodgers (1975) assessed socio-demographic factors in perceptual valuation process of residential satisfaction. Some scholars such as Freeman (2001), and Varady and Carrozza (2000) assessed the level of income effect on level of residential satisfaction. Morris and Winter (1975) identified, socio economic characteristic such as income has effect on residential satisfaction. High socio

economic inhabitants experience higher levels of residential satisfaction as they have more access to facilities and amenities that lead to progress residential satisfaction (Braubach, 2007).

### *Effect of Level of Income, Residential Satisfaction and Job Satisfaction on Quality of Life*

Marans (2003) indicated that physical characteristics of a community such as poverty, crime rates, and pollution influence on satisfaction and quality of life. Also, Campbell et al. (1976) identified different factors such as housing, social interaction, relaxation, and environment of residence impact on satisfaction and contribute to well-being and quality of life. Furthermore, Campbell et al. (1976) assumed that individual characteristics for instance income were significant to understanding quality of life. Likewise, a perception of crowding in a house was estimated to be connected with an objective characteristic measure for example the number of individual per room and these measures influence on well-being and quality of life. Similarly, Marans and Rodgers (1975), Marans (2003), Theodori (2001) and Marans and Stimson (2011) emphasized that quality of a dwelling and neighborhood such as housing unit density and air quality influence on satisfaction and contribute to quality of life.

Income and job satisfaction, are two factors that have great contribution on a better quality of life and positive attitude toward life style. Therefore, with increasing the level of income, then quality of life will be increased. In reality, income can control the amount of satisfaction and life

qualification and also there is positive association among these factors (Al-Zo'bi, 2012).

### **Conclusion**

Overall, the findings of the current literature review have been provided that quality of life is an important concern in each society. The most important point is that different feature effect on quality of life. In this paper the researchers focused on residential satisfaction and job satisfaction as two imperative and effective factors in quality of life. Also, the researchers identified level of income as an essential factor that influence on residential satisfaction and job satisfaction. In fact fully, individuals with high level of income have more access to facilities and services and show residential satisfaction and quality of life in their private life.

The recent attention paid to residential and job satisfaction subjects by policy makers that should be supported and guarantee by government and private sectors. The policy makers can present a comprehensive set of recommendation that give a pattern for future action on the part of community leaders such as escalation security, entertaining facility, green spaces as important factors in residential satisfaction and provide plan in order to growth job satisfaction by some external features such as income based on their status of designation and wok experience (duration of services). Addressing toward residential satisfaction, job satisfaction, and quality of life are complex and multifaceted concerns, moreover, in this literature focused on them as brief review.

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