Job Satisfaction Is Rising: What’s Behind the Surprising Trend

June 15, 2023

Well here’s some good news: Job satisfaction is increasing. In fact, it’s at a peak in 36 years, and almost 20 points higher than its lowest levels in 2010. Amidst all the bad news about work—from layoffs and downsizing to plummeting motivation levels—this data suggests reasons for optimism (and who couldn’t use some of that?).

Job satisfaction drives all kinds of positive results for people and companies, so it’s worth tracking the metric. And perhaps more importantly, it’s a good source of insights about what kinds of factors create the conditions for engagement, motivation, happiness, effort, outcomes and great work experience.

Why Job Satisfaction is So Important

The data comes from a poll by The Conference Board which reported 62% of people are satisfied with their jobs. The study has been repeated regularly since 1987, and these are the highest levels of satisfaction since then. The Great Recession saw only 43% satisfaction, so today’s rates are especially impressive in light of that low.

…