

# **What Is Most Important Test?**

**Good wages**

**Job security**

**Management loyalty**

**Appreciation for work done**

**Feeling "in" on things**

**Good working conditions**

**Tactful discipline**

**Interesting work**

**Promotion and growth opportunity**

**Sympathetic understanding of personal problems**

# Results

Padgett Thompson, a management training firm in Kansas, performed a study where both employees and managers were asked to rank from a prepared list of factors what they thought employees valued as being the most important aspects of their jobs.

In the survey, the managers who were polled stated that they believed the following list of items were most important to their employees, with the most important item listed first:

## Managers

1. Good wages
2. Job security
3. Promotion and growth opportunity
4. Good working conditions
5. Interesting work
6. Management's loyalty to workers
7. Tactful discipline
8. Appreciation for work done
9. Sympathetic understanding of personal problems
10. Feeling "in" on things

The employees' responses, on the other hand, listed these following aspects of their work as being most important to them in descending order of importance:

## Employees

1. Appreciation for work done
2. Feeling "in" on things
3. Sympathetic understanding of personal problems
4. Job security
5. Good wages
6. Interesting work
7. Promotion and growth opportunity
8. Management loyalty
9. Good working conditions
10. Tactful discipline