Job satisfation case senerio Academic Level : Bachelor Paper details For this written assignment, review the Unit 2 – Job Satisfaction Case Scenario. Apply Herzberg’s Two-Factor Theory of job satisfaction to diagnose the problem and determine solutions. (Research Methodology (2012). Herzberg Model Diagram (Links to an external site.) [Graph Illustration].) Responses should provide a clear and accurate overview of job satisfaction and Herzberg’s Two-Factor Theory. In addition, responses should demonstrate a good understanding of the case, and effectively use the theory to diagnose the problem and determine solutions. This should be a 3 to 4 page essay, written in proper APA format, and include a clear introduction and conclusion. Make sure to cite readings from this course as appropriate to support your observations and proposed solutions. Paper Requirements Length: 3 - 4 pages Double-spaced, 12-point font, 1-inch margins APA Format 1 BA436: Unit 2 – Job Satisfaction Case Scenario Megan has been a Production Coordinator for All About Jazz Dance Competitions company for three years. She really enjoys her job responsibilities, likes her co-workers, and feels that her salary is fair. She especially likes the actual competitions and being on stage. Megan grew up dancing and loves to perform. She has a degree in production and minored in dance in college as well. As production coordinator, it is her job to be on stage to present during the awards ceremonies and she lives for the spotlight. Megan has been recognized each year by her manager, and participating dance studios, for her excellent work on and off the stage. One of the unique parts of Megan's job is that dance competitions have an on-season and an off-season. On-season is when the competitions actually happen and goes from January until the end of June. Since the competitions are all over the country, Megan commits to giving up three weekends per month to travel to different locations and produce the shows. Off-season is from June to December. Megan works only four days a week during off-season, but collects a full paycheck. The off-season is reserved for planning and marketing the following year's competitions. The demanding on-season schedule and the relaxed off-season schedule ultimately balance each other out. Megan has been fine with working this schedule because she enjoys what she does. She also doesn't mind giving up her weekends during the on-season because her manager has told her that if she has something important on one particular weekend, she will try to accommodate it. On-season is beginning and Megan just found out that one of her close friends just got engaged. The wedding is planned for the beginning of June. Megan tells her manager right away about the conflict, but her manager refuses to accommodate her request. Megan becomes frustrated because she rarely asks for a specific weekend off and now she will have to miss the wedding. Another thing that has frustrated Megan from the beginning is how her supervisor micromanages the team through the off-season. Her manager doesn't allow anyone the freedom to make any decisions regarding the planning. Everything has to be approved before it can be finalized. This holds up deadlines and doesn't give Megan any autonomy during the off-season. Megan has recently missed confirming contracts with two new marketing partners because she was waiting for approval. This not only affects her reputation, but it affects the amount of bonus money she would have gotten for signing new partners. Megan has also been frustrated with the lack of growth opportunities within the company. The company is small, so after working for the company for three years, she has already reached the peak of her job responsibilities. Recently, Megan has contemplated looking for a new job. Although Megan loves the spotlight and physically working the shows, she has become dissatisfied with her job. Because of recent and ongoing frustrations, she is no longer motivated to go "above and beyond" on or off the stage. She has started to resent giving up her weekends for half of the year. She is fed up with her manager and the way she controls every decision, especially when it affects Megan's paycheck. Finally, Megan realizes that there are no growth opportunities and doesn't know how much longer she can continue doing the same thing over and over.