

Relationship among Job Satisfaction, Task Complexity, and Organizational Context in Public Accounting

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Abstract

Prior research provides evidence on the link between job satisfaction and employee affective outcomes, including turnover and job performance. Given the importance of these variables to the management of accounting firms, this study provides insight on the variables that impact job satisfaction. While a number of researchers have examined the association between task and job satisfaction, very few if any have examined the link between organizational context and job satisfaction. This study examines the association between task complexity, organizational context variables of centralization, organizational complexity, formalization, and environmental uncertainty with job satisfaction. Based on regression results, task complexity, perceived environmental uncertainty, and organizational complexity have a strong influence on employee job satisfaction in accounting firms.

Field of Research: Behavioral research in accounting

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