2.1.Cognitive job satisfaction does not assess the degree of pleasure or happiness that arises from specific job facets, but rather gauges the extent to which those job facets are judged by the job holder to be satisfactory in comparison with objectives they themselves set or with other jobs.Two-factor theory Among the content theories of motivation, Herzberg (1959) theory emphasizing the motivator-hygiene factors sought to explain satisfaction and motivation in the organization.This satisfaction may be affective: one-dimensional subjective construct representing an overall emotional feeling individuals have about their job as a whole Kalleberg (1977) and Moorman (1993).Hygiene factors include aspects of the working environment like working conditions, interpersonal matters, organizational policies and so on (Hackman & Oldham, 1976).Publicly appreciating them for finding solutions to a problem, writing a note of praise, establishing a formal recognition program like 'employee of the month or year', making periodic reports directly available to the employees themselves rather than to management, are some of the ways of recognizing employees.Setting goals and reminding and emphasizing that their efforts lead to and contribute to positive outcomes and goal accomplishment is crucial.Job satisfaction theories traceable to employee performance As earlier stated, job satisfaction at its most general conceptualization, is simply how content an individual is with his job.According to Weir (1976) and Syptak, Marsland & Ulmer (1999), the following factors stood out as 'strong determinants of job satisfaction'.The two constructs are distinct, not directly related, have different antecedents and consequences though cognitive job satisfaction might help to bring about affective job satisfaction in the organization.The following job satisfaction theories that are easily traceable to employee performance in the organization are hereby listed and examined: 2.1.1.This theory states that job satisfaction and dissatisfaction is a product of different factors – motivation and hygiene respectively.If possible permit and support them to acquire higher certificates so that they could become experts themselves and make them more valuable to the practice and more fulfilled individuals.Negative and unfavourable attitudes towards the job indicate job dissatisfaction Armstrong (2003).It may also be cognitive: more objective or logical evaluation of various facets of a job.Motivation is seen as an inner force that drives individuals to attain personal and organizational goals.Factors that relate to job satisfaction are therefore called satisfiers or motivators.The theory focuses on outcomes of satisfaction and dissatisfaction.

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