

JOB SATISFACTION AND DETRIMENTAL SELF-REWARD: A HIDDEN ISSUE. **Darryle Brown**, Dr. Delmonize Smith*, *Department of Management, E. Phillip Saunders College of Business, Essie Sierra-Torres*, McNair Scholars Program Director,* dmb6367@rit.edu, dmith@saunders.rit.edu, extgpt@rit.edu

The purpose of this research is to specify the antecedents and to suggest the solutions to the hidden issue of job satisfaction and detrimental self-reward. As most of us know, job satisfaction is contentment (or lack of it) arising out of interplay of employee's positive and negative feelings toward his or her work and the organization (job satisfaction). New to us is detrimental self-reward, which is the act of doing something positive for yourself because you feel as though you deserve it, but that action, unknowingly and unintentionally, has a negative effect on an organization. The researcher believes that this subject of study, which has not been researched much in the past, can cause long lasting harm to organizations, which is the opposite of what organizations want, since they are trying to satisfy employees. The researcher hypothesizes that job satisfaction affects detrimental self-reward via positive affectivity. If nearly every employee is completely satisfied and most of those satisfied are taking part in detrimental self-reward, then the business could begin to suffer financially and via its productivity. Through literature reviews and a questionnaire study conducted at the Rochester Institute of Technology, the researcher will look to show that employees with various levels of job satisfaction reward themselves through various methods within the workplace that can be potentially harmful to the organization.