

FINAL PROJECT

"PROFESSIONAL EDUCATION-JOB MISMATCH & ITS EFFECTS ON
EMPLOYEE'S JOB SATISFACTION IN CORPORATE SECTOR OF
PAKISTAN"



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PROGRAM: MBA

This project is submitted in accordance of the degree requirements
for the Master of Business Administration,

Department of Management Sciences
Bahria University, Islamabad

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MBA - 2011

**Department of Management Sciences
Bahria University, Islamabad**

FINAL PROJECT APPROVAL SHEET
Viva-Voice Examination

Date / /

Topic of Research:

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PAKISTAN"**

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Project Title

**"Professional Education-Job Mismatch & its effects
on employee's Job Satisfaction in Corporate Sector
of Pakistan"**

ABSTRACT

The main purpose of this project was to find out the facts and figures regarding the professional education-job mismatch ratio and the ultimate effects of this mismatch situation on employees' job satisfaction level in corporate sector of Pakistan. The project was started with the aim to find out the best solution of this common issue/problem being faced by the majority of the employees especially the young employees those who need job to survive. The data gathered from different corporate sectors of Pakistan specifically from Islamabad and Rawalpindi.

The objective of this study was to trace the relation between the job disparity and its effects on the job satisfaction of employees in different organizations. It also focused upon the professional education of the employees and the position held in the organization to find that how it effects the working willpower and performance of the employees. The research project was based on the objectives and nature of the research assignment. A mix of qualitative (Interviews) and quantitative (questionnaire) research framework was used for this research project in order to get the best results. Data Analysis was conducted through Excel & SPS processing to find out factors that will indicate the skills-job mismatch and its significant affect on satisfaction of employees.

As a conclusion of this research work, it has been found that there is no significant interrelationship between job

mismatch and employees job satisfaction in Pakistan. There would be some other parameters which play a vital role towards the enhancement of job satisfaction in the employees rather than those parameters used in this research work. In contrast to the literature review, the researchers found that it is not important that the research which gave positive results in other countries could be applicable in Pakistan as well.

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