

DETERMINANTS OF JOB SATISFACTION OF EMPLOYEES WORKING IN EDUCATIONAL SECTOR

By

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A thesis presented to the Department of Management Sciences, Bahria University
Karachi Campus, in partial fulfillment of the requirements
of the MBA degree



Fall, 2015

Bahria University Karachi Campus



MBA Thesis
2nd Half-semester Progress Report & Thesis Approval
Statement

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Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	15/10/2015	Supervisor's office	Chp 4 (Analysis)	
6	15/11/2015	Supervisor's office	Chp 5-6 (Debate and Conclusion + Recommendation)	
7	20/12/2015	Supervisor's office	Discussion on final Report	

APPROVAL FOR EXAMINATION

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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 11% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature: Date: 3/2/2016

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HoD's Signature: Date: 03-02-16

Abstract

Purpose:

The purpose of this research is to test that job satisfaction of employees in educational sector is based on 5 determinants. These are Salary and Compensation, Training and development, Performance Appraisal, Work-Lie Balance, Working conditions.

Methodology/sample:

For determining views of employees from the selected schools, the data was collected through a questionnaire. For better representation of each bank, a total of 131 respondents were chosen (40 from each school).

Findings:

It is a major responsibility of any educational sector to attract and retain high quality teachers. In order to develop high quality faculty, it is essential to consider certain factors associated with teaching quality and retention. Job satisfaction is one of the factors. Job satisfaction is a degree in which an individual feels worthy about the job. Similarly, job satisfaction has an important influence on the employee performance. The findings of the research conclude that educational sector employees are satisfied with their job. There is a strong positive relationship between training and development, work environment with employee job satisfaction. There is a moderate positive relation of salary and compensation, performance appraisal with employee satisfaction and there is a weak positive relationship between work life-balance with employee job satisfaction.

Practical implications:

The results of the research will be helpful for the educational sector for retaining their employees for longer period. HR department and supervisors of educational sector can use this research to motivate their employees and creates feelings of loyalty among them. The research also provides the literature for future researches.

Key words: Job satisfaction, educational sector

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