

Determinants of Job Satisfaction of Post Graduate Academics: Empirical Evidence from Public Sector Universities of Baluchistan.

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Abstract

The aim of current study was to recognize the outcome of supervision, promotion and pay on job satisfaction of academics. Data were collected through survey from 136 academics employed at public sector universities of Baluchistan. Results were evaluated with correlation and multiple linear regression. It was found that these determinants have affirmative relationship with job satisfaction of academics. In general, academics were found to be gratified with their profession. Supervision was found to be most vital facet of job satisfaction for academics, significant but least inspiring aspect of job satisfaction for academics of public sector universities in Baluchistan was promotion. The result of study has highlighted the dimensions of job satisfaction that would enable government and every one involve in management and administration of academics to focuses on most important facts to increase satisfaction of academics so that they can serve the nation well.

Key words: Job satisfaction, Academics, Pay, Promotion, Supervision.