

Factors Affecting Job Satisfaction of Academic Staff in Higher Education Institutions*

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Abstract

Job satisfaction is a topic that is of interest to both the researchers and the people who work in organizations. This topic has been associated with several organizational aspects of leadership, performance, and attitude, moral, etcetera. Many researchers have attempted to classify the various elements of job satisfaction and study what outcomes these elements have on employee performance and commitment to an organization. Job satisfaction is defined as an extent to which people like or dislike their job which implies whether employees are happy and contented in fulfilling their desires and needs at work. This paper describes the factors affecting job satisfaction of academic staff in higher education institutions with the discussion of both internal and external factors.

Keywords: job satisfaction, higher education, university