ABSTRACT

Human resources are the most valuable assets of any institution. They are the corner stone of any working place. The effectiveness of an institution to maintain a quality team of employees links to its ability to manage the staff as well as recognize the contributions of each individual. Motivation is such a crucial factor that has a strong influence on actions and work. A highly motivated team of employees helps in achieving the targets of an organization or institution. When goals are aligned, institutions are better able to compete with the competitors and morale is also higher when employees are properly motivated. Teachers are the pillars of the society, who help students to grow to shoulder the responsibility of taking their nation ahead of others. They desire security, recognition, new experience and independence. When these needs are not fulfilled they become tense. Dissatisfaction among workers is undesirable and dangerous in any profession; it is suicidal if it occurs in teaching profession. If factors responsible for dissatisfaction can be differentiated, attempts can be made either to change those conditions or to reduce their intensity so as to increase the holding power of the profession. This study attempts to find out which facet or dimension affects the job satisfaction of faculty members the most. The present study takes into account intrinsic and extrinsic factors to find out the level of job satisfaction and factors affecting job satisfaction of academicians and accordingly suggests strategic action for creating and maintaining their job satisfaction.

KEYWORDS: Job satisfaction, Reward and Recognition, Satisfaction with supervision, Work itself, intrinsic motivation.