

ABSTRACT

Teachers are playing pivotal role in the achievement of higher excellence in the professional as well as social lives of the students. Their role increases their responsibilities and due to higher expectations by the institutions they might feel they have not been fairly compensated. In this regard, job satisfaction is one of the most popular studies for the employees (Smith, Kendall and Hulin, 1969). Teachers' job satisfaction is also an important and key factor in institutional dynamics and generally, it is considered to be the primary variable for the effectiveness of an organization for the elevation of human resource. The objective of this research study is to assess the level of job satisfaction between teachers of two universities of Sindh Province in Pakistan - Mehran University of Engineering and Technology (MUET), Jamshoro and Shah Abdul Latif University (SALU) Khairpur Mir's. There are many factors which affect the level of teachers' job satisfaction, some of those factors include: working conditions, work load, salary, relations with administration. Aim of this study is to determine most influential factors affecting the job satisfaction of university teachers.

In data collection method both sources primary and secondary were used and 120 questionnaires were circulated among teachers of both universities and 82 returned. This study adopting experimental strategy based on a quantitative data revealed that factors causing dissatisfaction were: salary, inappropriate workload, lack of strong relations with administration, financial support, political involvement and trainings. Recommendations were made for this research study for administration of both universities. Limitations and course of action for future direction of research are also discussed.