



Job Satisfaction And Employee Work Performance Among Academic Staff: A Case of Shah Abdul Latif University, Khairpur Mir's

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Abstract: To identify the implications of Job satisfaction on Job performance of academic staff's Shah Abdul Latif University Khairpur Mir's. A questionnaire survey is used in this study. There were 85 participants of the Academic staff of SALU Khairpur Mir's. The questionnaire is based on 25 items that measured the effect of academic staff's satisfaction level & level of performance being affected. Job satisfaction is an independent factor and job performance is the dependent factor. Inferences of job satisfaction on job performance are observed by five variables of job satisfaction namely: Work, Recognition, Achievement, Responsibility, and Autonomy. Cronbach's alpha is obtained using SPSS 18 & data dimension is used to compute data into factors. Linear regression with its stepwise model is used to form the relation and influence of academic staff's job gratification on job performance of SALU Khairpur. Work and Achievement relation with job performance is effective among all variables. These two showed a strong & optimistic relation with job performance. This research study is taken in SALU Khairpur Mir's.

Keywords: Job satisfaction & performance, Work, Recognition, Achievement, Responsibility, and Autonomy.

I. INTRODUCTION

To maintain fulfilled workers who keep on serving an association is a definitive objective of the considerable number of associations. Now a day's Job satisfaction is the most favorable and frequent issue to focus on employee job performance. Job satisfaction and job performance of the employees within an organization has become a vital concern for the organization to achieve its goals and objectives. Occupation fulfillment is essentially how content an individual is with their activity, while work execution is a significant model for authoritative results and achievement. Essentially a person's level variable. Presently a day's, authoritative administration patterns have been changed, for example, changes in hierarchical structure and societies in light of aggressiveness in the market, prompting center around delight towards occupation and its results by workers in the association.

Here in this research study, we have focused on the impression of satisfaction towards job & its performance of SALU academician by analyzing several factors of job satisfaction. The teacher's job genuinely plays an important role in society and his job satisfaction is a serious issue to be focused on. Nelson Mandela once said, "Education is the most powerful weapon you can use to change the world." The tutor communicates edification hence the role of the tutor's job consummation is of supreme status together in the current and the imminent of a student.

In this connection, we have used the research article of Anuar Bin Hussin (2011) as a base paper, as his research was made on the connection concerning job satisfaction and job performance amongst personnel in

skill winds set of corporations. To assess the satisfaction of the academician or job dissatisfaction and its impact on job performance is a composite procedure that involves assessing various discrete elements related to work. One of the popular methods to assess academician's attitudes is the use of attitude surveys.

It contributes to academician's development through responses to questionnaires about their feelings about their jobs, workgroups, supervisors and the organization. The research study has used a questionnaire survey to analyze academician's job satisfaction to address factors that affect their job performance and at what level. This will help education policymaker of SALU Khairpur Mir's to diagnose the status of these issues to improve the gratification level of academic staff to have more job performance to serve the nation.

II. LITERATURE REVIEW

Here in this article author adds the idea, that works performance and job satisfaction of employees in an organization is two main factors. Scholars of this article suggest that both are very crucial for effective mission and vision growth of the organization. Job fulfillment and presentation of employees create a synergetic link to job assignments and activities. Financial awards such as favorable pay. Benefits and fair treatment of employees works are the key factors that improve the employee performance these both elements are inter-related with each other if one is not adopted other will automatically (Balasundaram, 2012)

This article is all about the relationship between procedures of job presentation and job consummation amidst the university Academics and how to main pillars such as motivation and job Consummation affect the resulting performance of employees for such difference. The author further asserted that if the organization made an effective pay system along with some higher payback and promotional changes so employees will be fully satisfied and they will sign for more effective performance author also contended that employee co-related behavior, attitude and job security are also necessary (Salman Khalid, 2012)

Here the author stated that less job satisfaction is the prime cause of poor job performance amongst the academicians, the main reason for all these is the shortage of good and insufficient support from the association and occupation force is not suitable to stimulate them. The author also put a light that, especially in private sector organization working conditions in the educational sector for the academicians are not to their satisfying level. The performing result leads to less job pleasure that certainly causes for poor job concert. This result also leads to organization faces the turnover core problem because of dissatisfying of their employees, however, the institute faces the main dilemma of less job presentation (Smith, 2007)

The article additionally includes significant thought in regards to the work fulfillment of representatives. Creator likewise underscores that a viable compensation framework is a desperate requirement for fulfilling the representatives. However, there is a misty and uncertain research writing, which is not concentrating on pay fulfillment and execution. While academicians of the joined realm, gives more significance to the compensation as a key factor of fulfillment and disappointment some significant components, for example, organization arrangement, a less remaining task at hand, pay with advancement office and rouse situated supervision can expand the degree of occupation culmination and employment introduction a short time later. The author additionally gives thought that overseeing results reactions, motivating forces and work surroundings are additionally important fulfillment of representatives to land powerful position execution. Out of no Apparent Reason. These both consideration territories are straightforwardly or by implication associated with one another and can prompt statures of progress (Williams, 2006)

This research article is additionally center around work fulfillment in this article; the Researcher has accepted wellbeing as a contextual analysis. As indicated by the outcome consequence of contextual analysis medical Sector facility can give compelling outcomes for both occupation fulfillment and employment execution. Scientist additionally needs to legitimize some clear factors partner with work execution, which leave an enduring effect on work fulfillment level of representatives. Human Resource Management assumes a huge role to keep up the parity level between work fulfillment and execution. the author argues that the HR manager is the extraordinary wellspring of motivation for representatives who took an interest in various exercises and serve them however much as could be expected as representatives become to be an incredible

and progressively committed faculty work fulfillment has sure worry with work commitment, introduction, and creation. (Alamdard Hussain Khan, 2012)

The author of this article elaborates on the various activities, who believe that job performance factors are connected with job satisfaction. The author also gives ideas that how much organizations are interested to conduct sessions & training to motivate their employees and to what level employees and to what level workers are devoted to their given duty and performance. The author says that common factors such as salary, financial rewards, compensation, perks, and pay incentives can increase the performance of employees research in last summed up his article by defining the hypothesis view regarding performance and show the co-exist factors which have a lasting impact on both performance and reward (Tessema M, 2006)

The author has given some thought regarding the impact of pay distinction of occupation on summation in association researcher explain that activity satisfaction is the consequence of corresponding highlights that must be taken care of with extraordinary mind and concern. The components referred to as essential factors, for example, arrangements work itself, checking level, working circumstance, and conduct that ought to support the presentation of the worker. This article additionally contains the equivalent the two issues of occupation execution and employment fulfillment yet the Author includes some new thoughts that must be maintained in see in control to concentrate on association practices and strategies to advance the activity fulfillment and execution level. (Opkara JO, 2002)

The author of this article mainly focuses on three important things such as rewards, the performance of employees and effective job contentment for the encouragement of staff in this paper author has properly examined the high impact of these three things as what would be consequence effects of these things in association further author has put the light new idea about economic theory in his investigate work but on another side, he defines that efforts and Economics Reward are not only sufficient to direct inspire the employees but however these things could be beneficial for the betterment of organization in some situation. The author further explains that the keen interest of employees towards the job can increase both terms of job pleasure and job presentation willingness of Employees to do work should be there. The author says that organizations must focus on their Micro environment (Internal) to create such surroundings as employees work and the organization's side may not affect job fulfillment at all. These methods also slowly but surely improve the employees' performance and organization growth (Pugno, et al., 2009)

In this article, the author puts light on employee satisfaction through coherence rewards. The author also discusses the various type of rewards that if employees are not keenly involved in multiple activities of the organization so it can be treated by giving certain rewards & on the right track where they can significantly contribute their performance for maximum growth of the organization. Researchers believe that if an organization only prefers the compensation of employees it can face hidden shrouded issues in its environment. In this article time, the arrangement strategy has additionally been examining on the side of remarks put by the writer. The Author additionally suggested that prizes and motivations ought to be founded on the material to draw in and get work from representatives mentally. (B.S.Frey, 1997)

This research work author also discusses two factors economic and happiness. These both are correlated with work performance and job satisfaction. The author believes that if supervisors Evaluate employees absolutely by the term of job satisfaction and job performance they would not even exist and would have any co-relation with each other in the organization. Further Author says that if someone employee and treats his job as a whole worker and he has a very conscious nature towards the job. The author also put light on some new ideas of financial theory inducement as substitute satisfaction. In this paper happiness of employees has also been discussed which is a new term regarding happiness. The author emphasizes that if employees feel much happier so this concept can lead to effective employee performance (Porta, et al., 2005)

This article expands the twofold objectives of the association, for example, work fulfillment and occupation execution at the working environment the prime point of this article is to give the appropriate and bona fide data in regards to different determinants for work fulfillment and employment execution and its effect on different exercises of association. In this article, the writer asserts that he has support from two principle

speculations one is an arranged conduct hypothesis and the other is the hypothesis of the contemplated activity. The two hypotheses decide the demeanor and conduct of individual and these the two speculations are viewed as key components and principle highlights of occupation fulfillment of representatives. The author says that every organization does not face the same problem of job satisfaction but is occurs in some situations. The author further mentions that every problem has a solution so if any problem occurs in an organization no doubt. (Berghe, 2011)

This article consists of the Two-factor theory of work motivation by Herzberg. Here in this paper Author also focus on Herzberg's two-factor theory and issues, which are relating to job satisfaction, in this Article Author also shares his research experience by putting comments. Certainly, the two-factor theory has a significant contribution to human resources developments according to the Author view both performance and satisfaction are entirely changing variables. In the theory of motivation performance treated as two factors: Satisfaction and dissatisfaction. The author suggests that these factors can be improved by evaluating the past result and experience. This is the main reason for Author has taken Two-Factor theory and observes some new, indeed putting efforts for doing something is much better than to do nothing (Stello, 2011)

2.1 Research Objectives

This research paper has the following research objectives:

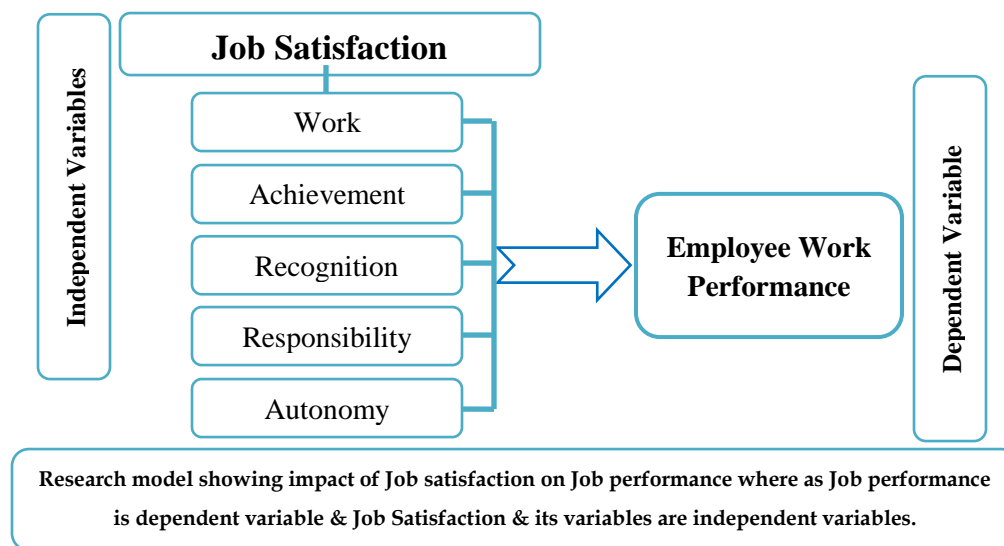
- To look at the impact of job satisfaction and job performance
- To study the factors that impact the performance level of employees
- To point out the basic relatives of satisfaction that direct to poor job performance
- To gain requisites procedures for satisfaction and dissatisfaction

2.2 Research Problem

Stud observes the job satisfaction level of academic staff and investigates the certain factors that impact the job performance of the academic staff at SALU Khairpur Mir's, also some of the essential variables of job satisfaction are used in this paper to analyze their relationship associated with job performance. The key question guiding this study is:

Q1: "What factors of job satisfaction influence job performance of employees and causes dissatisfaction among them"?

Figure 1: Framework for the study



2.3 Research Hypothesis

H1: Satisfaction and dissatisfaction are two diverse terms treated diversely with diverse measures.

H2: Workers' concentration towards the job is a key factor that puts a blow on employee decisions regarding job satisfaction and performance.

III. METHODOLOGY

This study has used the inclusive theoretical background to examine and analyze the various variables of job satisfaction that influence the level of job performance in a particular organization. The framework of this research is related to primary research. The quantitative study is undertaken with a sample of the academic staff of SALU Khairpur Mir's, proportional work is done to get the responses from the academic staff. This study has used SPSS 18 for data processing and its outcomes.

3.1 Research Sampling

The experienced academic staff of Shah Abdul Latif University Khp having doctorate qualification is the core participants in this research study. Furthermore, another academic staff has also taken an active part in the survey. The research sample is based on the 85 people, who are professors, associates, and lectures from various departments of the university.

IV. RESULTS AND DISCUSSION

Table 1: Linear regression Table

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.751	.563	.536	.6813

This above-mentioned table shows the cumulative outputs of data interpreted. Simply means it shows the R Square value of all the variables of satisfaction and its influence on the performance. Both variables are connected to a job. The value of R square shows that there is a strong relationship between the independent and dependent variables

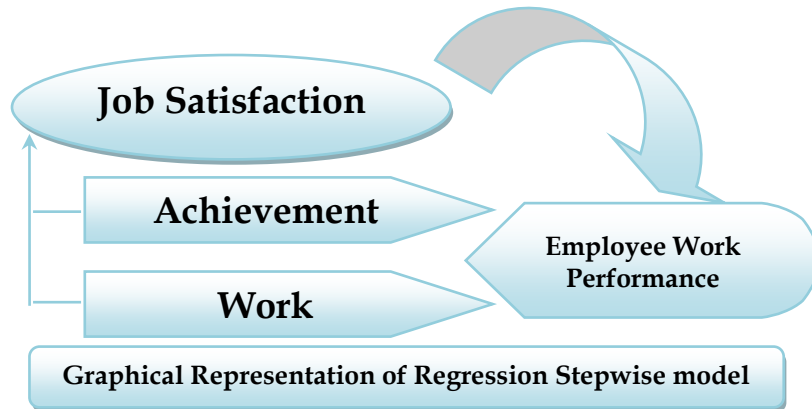
Table 2: Model Summary

Model	R	R Square	Adjusted R Square	Std. error of the Estimate
1 Achievement	.688	.473	.467	.7301
2 Work	.719	.517	.505	.7032

This given table shows the stepwise model of regression as defined earlier in methodology regarding this. This is done by SPSS 18 software and the model is obtained. Here in this table, two models are obtained based on two variables of the independent variable that is job satisfaction and its relation is shown with a dependent variable that is job performance. This model shows the two variables achievement and work, which means these two have much and more concerned with the job performance of the academic staff of the university, also these variables have a strong relationship with job performance. Other variables are neglected because of less important and having weak relations. This model suggests that these two variables show the R Square

value much better and it is a positive sign and possess strong relation among job fulfillment variables and job presentation.

Figure 2: Graphical representation of stepwise Method



The equation is formed to show the relation of alpha and beta between dependent and independent variables. This equation simply will help to get a better understanding of the given three tables of regression. The equation is given below:

$$(As = \text{alpha} + WB1 + RCB2 + ACB3 + RPB4 + ATB5 + \text{Error term})$$

R square shows the model fit in this equation; means as the increase in the value of R square explain the strong and optimistic relevancy and decrease in value of R square explains the weak and pessimistic relevancy of variables. The degree of association between the independent and dependent variables is shown by Beta.

Table 3: Regression Coefficient

Model	Achievement	Work
Std. coefficient (Beta)	.688	.344
Std. Error	.080	.126

Beta coefficient results are given in the above-mentioned table that is .688 for achievement showing positive and strong relation with job performance and .344 is the value of work, again good sign with strong relationships. Other variables are neglected by software because of weak relations with job performance.

V. CONCLUSION

Job satisfaction possesses direct relation with Job performance. Job satisfaction variables can directly affect and influence the job performance of the academic staff of SALU Khairpur University. As we know, that job satisfaction works as a happiness tool for an employee to give an effective and efficient performance. The variables put in the process have a positive and strong relation with job performance. So the academic staff of the university would be influenced if these variables were not taken seriously. Among those five variables

shown in the research model, two variables are those, have a great role and strong relation with job performance and must be given importance.

VI. LIMITATIONS & FUTURE DIRECTIONS

This study is the property of our group and ought not to be replicated in like manner. Specialists can utilize this paper as a guide paper to get information about this. This investigation is directed to know the ramifications of occupation fulfillment on work execution of the academic staff of SALU Khairpur Mir's, so all ideas then view are only concerned with the academic staff of SALU Khairpur. There are variables of job satisfaction that are present and it is a general observation that organization varies from one another. Only five variables are taken and studied but there are also other essential variables of job satisfaction, which should be focused to get a better understanding of fact regarding satisfaction and performance towards the job.

AVAILABILITY OF DATA AND MATERIAL

- Data can be made available if required.

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