

IMPACT OF QUALITY OF WORK LIFE ON JOB SATISFACTION AMONG FACULTY AT TOP THREE BUSINESS SCHOOLS IN KARACHI

By

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ABSTRACT

PURPOSE:

This research discuss the Quality of Work Life and its link with the job satisfaction. The purpose of this explanatory research paper was to understand how certain factors influence the work life of the teachers in three universities of Karachi. While salary stands as an important factor, it is the work environment that is also extremely important for the respondents.

METHODOLOGY AND DATA:

The data was gathered through primary sources (i.e. questionnaire) from the faculty members of IBA, CBM and SZABIST. Furthermore, the study is exploratory, qualitative and quantitative both in nature. Convenience sampling technique of non-probability is used in this research with sample size of 100. Further the data is collected, stored and analyzed to find the relationship between Quality of Work Life (work environment, management support and compensation) and Job Satisfaction. Moreover, to reach the outcome of the research, the statistical software i.e. SPSS is used.

FINDINGS:

I found out that there is a positive correlation between the Quality of Work Life and job satisfaction. The factors that have been outlined are important in the sense that those elements can be integrated in the work life of the teachers to make it more productive. In this way, this result of the research can also be applied practically, with changes according to the corporate culture and geographical location of the organization. From the analysis, it is found that there is a positive relationship between Quality of Work Life and Job Satisfaction and the model is found significant at 0.01 significance level.

PRACTICAL IMPLICATIONS:

On the basis of my final result salaries should be considered by the administration in order to facilitate the faculty in a positive manner. During this approach of the administration the faculty will feel its responsibility to be an asset of the institution of the institution. Security condition of the job and facilitation with extra incentives always create an environment for the teachers to be at the full strength of dedication.

KEY WORDS:

Quality of Work Life, Work Environment, Management Support, Compensation, Job Satisfaction.

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