

“Effect of Realistic Job Preview on Employee Job Satisfaction, in context of met expectations, in Private Schools of Pakistan”



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Abstract

Whether an organization consists of 10 employees or 10,000 they all are struggling to hire qualified people, because one of the most frustrating challenge any management faces these days is failed recruitment. There can be a lot of reasons behind recruitment failure. One possible way to avoid it is to provide candidates with '*Realistic Job Preview*'. Realistic job preview reveals positives and negatives about the job post and company. The concept itself is not new in the field of human resource management but in Pakistan the term is still not very well known and understood. Realistic Job Previews are said to maintain employee job satisfaction levels high and hence save managers from consequences like turnover, cost churns, loss of talent, poor performance etc. Previously, impact of realistic job previews in telecom and banking sector of Pakistan has been studied and a positive relation between the two has been found (Sarwat, 2013).

This research work aims to find out impact of realistic job preview on job satisfaction of employees i.e. faculty of private school by using the Spreitzer's (1995), research design from his work on psychological empowerment. Where method or mod used for Job preview is the antecedent, keeping other factors constant, realistic job preview is the independent variable, and job satisfaction (in context with met expectations due to realistic job preview) is the dependent variable. . Job satisfaction is contentment of an employee from his job (Jake, 2008). There are six dimensions for the dependent variable, Organization mission, Job description, Rewards and Benefits, Promotion system, Training Opportunities Development Opportunities. The dimensions used are considered most influential on employee's job satisfaction as per previous studies on the subject. The consequence of the cause and effect approach used in the study would be to see if the practice can be used to reduce high employee turnover.

Employee turnover is one of the biggest issues, private school systems are facing in Pakistan and It is a well-established idea that job satisfaction and employee turnover share inverse relationship. Analysis aims to study realistic job preview as a possible solution for the problem if it has an effect in this particular sector. The results of this research showed existence of no significantly identifiable relationship between Realistic Job Preview and Job Satisfaction (in context of met expectations due to Realistic Job Preview) in the private schools investigated. One major reason for that is the absence of realistic job preview. There is a job preview given, but that's a mere formality and extremely generic in nature. Neither employer nor employee were clear about the difference between a realistic preview and a general preview. Employees were found somewhat satisfied or took a safe stance and said they were not sure. This kind of approach limited the capacity to see the reality.

The findings were skewed and were not significant due to a lot of other factors not covered by the scope of this research paper. Those factors, as discovered during the course of research, have been discussed in the discussion, and recommendations section. It is highly recommended that it should be further studied with controlled approach after exposing candidates to actual '*realistic job preview*'.