

**“PROBLEMS FACED BY THE EMPLOYEES FROM
THE MANAGEMENT AND THEIR IMPACT ON
WORK PERFORMANCE IN BAHRIA SCHOOL AND
COLLEGE SYSTEM IN KARACHI.”**

By

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2nd Half-semester Progress Report & Thesis Approval

Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	6-12-15	Bahria uni	Data analysis & Findings	<i>Waseem</i>
6	13-12-15	Bahria uni	Discussion about critical debate	<i>Waseem</i>
7	20-12-15	Bahria uni	Conclusion & recommendations	<i>Waseem</i>

APPROVAL FOR EXAMINATION

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Thesis Title: problems faced by the employees from the management and their impact on work performance in Bahria School and College System in Karachi?

I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 0% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature: *[Signature]* Date: 27-12-15

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Abstract

Purpose-The main objective of this study is to know the problems faced by the employees in Bahria School and college system and their impact on satisfaction.

Methodology/sample- The study involved use of questionnaire covering all independent variables including inequity in salaries, directive style of management, work distribution, performance assessment, communication gap, discrimination and dependent variable satisfaction by 140 respondents. The respondents belonged to different age groups, income groups and teaching experiences. To analyze the collected data Regression and anova analysis techniques were applied.

Findings- The results of the study clearly indicated that the teachers in Bahria school and college system are satisfied with their salary structure, work distribution and communication gap, as the study found a positive relationship between dependent variable satisfaction and independent variables unequal salaries, work distribution and communication gap.

Practical Implications- This research will help to enhance betterment in the system of Bahria School and college system. This research will also help to understand the problems encounter by teachers in other school and colleges working military command such as Pakistan army and Pakistan air force. As an whole this study will help to overcome hurdles of teaching in any education system specially under surveillance of forces.

Keywords: Inequity in salaries, directive style of management, work distribution, performance assessment, communication gap, discrimination and satisfaction

Table of Contents

2 nd Half-semester Progress Report & Thesis Approval.....	vi
Declaration of Authentication.....	vi
First Page of Plagiarism Test Report.....	vi
Aknowlegment.....	vi
Abstract.....	vi
Table of Contents.....	vi
1.1 Purpose And Problem Background.....	2
1.1.1 Unequal Salaries.....	2
1.1.2 Directive Style Of Management.....	3
1.1.3 Performance Assessment.....	4
1.1.4 Work Distribution.....	4
1.1.5 Communication Gap.....	5
1.1.6 Discrimination.....	5
1.2 Research Questions.....	6
1.3 Objective Of The Study.....	6
1.5 Problem Statement.....	7
1.6 Significance Of The Study.....	7
1.7 Limitations.....	8
1.8 Scope.....	8
2.1 Literature Review.....	10
2.1.1 Job Satisfaction.....	12
2.1.2 Unequal Salaries.....	13
2.1.3 Directive Style Of Management.....	14
2.1.4 Performance Assessment.....	15
2.1.5 Work Distribution And Satisfaction.....	17
2.1.6 Communication Gap And Satisfaction.....	18
2.1.7 Discrimination And Satisfaction.....	19
3.1 Methodology.....	21
3.2 Population And Sampling Design.....	21
3.3 Sampling Technique.....	21

3.4 Sample Size	22
3.5 Questionnaire Design.....	22
3.6 Methods Of Collecting Data.....	22
3.7 Instrument For Data Collection	22
3.8 Time Horizon	23
3.9 Data Analysis	23
3.10 Statistical Techniques	23
4.1 Model Summary	25
4.2 Anova Analysis	26
4.3 Regression Analysis.....	27
4.4 Beta Coefficients	27
5.1 Job Satisfaction.....	33
5.2 Unequal Salaries	33
5.3 Work Distribution.....	34
5.4 Communication Gap.....	34
6.1 Conclusion.....	37
6.2 Recommendations.....	38
6.3 Area For Further Research	39
References.....	40
Appendix: 1.....	45