

DEDICATION

To begin with, I gratified the help of ALLAH Almighty who gave me strength to complete this tough undertaking. This dissertation is lovingly dedicated to my family. Ignoring the inconveniences and sufferings caused to them because of my extra ordinary professional and academic commitments; their support, encouragement, and constant appreciation throughout the marathon period of two years MBA (HRM) have sustained me throughout the course. Their inspirations remained a source of hope and beacon for me; they stood by me and dealt with all my absence from many family occasions with a smile.

ACKNOWLEDGEMENT

First of all, I am thankful to Almighty ALLAH who bestowed me with the capabilities that enabled me to accomplish my Human Resource Management Project. It is only His blessing that I came up with the good informative thesis.

It is with immense gratitude that I acknowledge the devotion of my teachers who taught us HRM in such an interesting and practical way that it helped me to study and select HRM subjects.

Specially, I would also thank staff at BUIC for their uninterrupted support, particularly to Mr M Ijaz Ahmed, my supervisor for his continuous support and guidance.

PROJECT BRIEF

Project Title : Job Satisfaction of Teachers of Private Educational Institutions

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Starting Time : 11th September 2017

Ending Time : 22ndDecember 2017

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ABSTRACT

Job satisfaction is one of the most sought out topics for researchers in the field of human resources. Hoppock (1935) specify job satisfaction as some blend of emotional, physical and ecological situations which provide basis to an individual to tell with honesty that he/she is content with his/her work. This thesis is based on the job satisfaction of teachers of private educational institutions of Pakistan. There are so many factors which can contribute to job satisfaction of employees; however this research is done to determine the effects of career commitment, reward, supervision, and work itself on the job satisfaction of private educational institutions' teachers. The responses collected in Rawalpindi area from private schools' teachers were evaluated. Questionnaires were used as a research tool, and were floated to teachers of different hierarchical levels. The responses received were evaluated using SPSS 17.0. The results are shown for its significance and correlation between career commitment, reward, supervision, and work itself on job satisfaction. The relation of all four independent variables is as per the hypothesis developed at the start of the thesis. Generally all four independent variables have a positive relationship with job satisfaction; however the correlation of career commitment and supervision is stronger as compare to work itself, whereas the correlation of reward with job satisfaction is found to be the weakest of all. The relationship of career commitment, reward and supervision with job satisfaction is significant whereas that of work itself is not significant. Practical implications and recommendations for HR managers and planners/forecasters are deliberated in this study. Short comings besides directions for further studies are also spelled out.

Important terms: Job satisfaction, reward, career commitment, supervision and work itself.