

## ORGANIZATIONAL ENVIRONMENT AND JOB SATISFACTION: A STUDY FOR UNIVERSITY FACULTIES IN LAHORE

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### ABSTRACT

This study quantitatively examined the impact of organisational environment on job satisfaction among university faculties in Lahore. The organisational environment was divided into seven sub-variables, and job satisfaction into eight. The sample consisted of 400 university teachers from both public and private universities. The data was analysed using descriptive and inferential statistics. The results showed no significant difference in job satisfaction levels based on gender or department. However, reward and benefit, facility, and team work significantly influenced job satisfaction levels. Regression analysis identified the organisational environment as a significant predictor of job satisfaction. Among the seven indicators of organisational environment, four had a significant effect on job satisfaction, while three did not. The study suggests that university administrations should focus on improving participation and support, guidance and support, and professional development to enhance their employees' job satisfaction levels.

**Keywords:** Organizational environment, Job satisfaction, Public and Private sector, academic staff of universities

### INTRODUCTION

Job satisfaction is crucial for employee retention and productivity. Managers are ethically obliged to foster a positive work environment, and satisfied employees are beneficial for the business. Research shows a negative correlation between job satisfaction and employee turnover (Jain & Kaur, 2014a). Teachers' job satisfaction depends on various factors, including their workplace and the pleasure they derive from teaching (Ardakani et al., 2012). Job satisfaction is a summary of the factors that positively or negatively influence an educator's opinion about their profession. Low teacher satisfaction is often due to centralized accountability systems, lack of professional autonomy, ongoing mandated changes, media criticism, lack of resources, and average pay (Ardakani et al., 2012; Nancy Yusnita et al., 2023).

Understanding teachers' job satisfaction is important as it influences the quality of instruction and students' academic achievement (Shafiuddin et al., 2022). It is also a key component of teaching stability. Job satisfaction is an indicator of an employee's happiness with their current position and is the gap between what they believe they deserve and what they receive (Abdullah Aljehani & Batool, 2021). Dissatisfaction with compensation or benefits can lead to an employee leaving the company. Job satisfaction and turnover intentions are inversely correlated. Rigid rules and stressful working conditions can lead to employee dissatisfaction and increase the likelihood of them considering leaving the organization (Ahakwa et al., 2021). An organization's "organizational environment" is a set of characteristics that define it, differentiate it from similar businesses, and impact employee

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