

Level of Job Satisfaction and Turnover Intention among Academicians

¹Yasir Hayat Mughal, ¹Abdul Halim Busari, ¹Mansoor Ahmed Channa,
¹Rehman Ullah Khan, ²Zeeshan Ahmad, ³Muhammad Zulqarnain Safdar
³Humaira Naz and ²Muhammad Umar Khan

¹Faculty of Cognitive Sciences and Human Development,
Universiti Malaysia Sarawak(Unimas), Malaysia

²Gomal University, Dera Ismail Khan, KPK, Pakistan

³Abbottabad University of Science and Technology, Abbottabad, KPK, Pakistan

Abstract: The aim of this study is to explain the unique role of motivation and job satisfaction and turnover intention by digging knowledge taken from different theories and models given by the different researchers and the measurement by different indicators. To understand the job satisfaction and turnover intention seems to be fragmented and tangled in many disciplines. To construct meaningful understanding of motivation and job satisfaction and turnover intention various disciplines were reviewed and synthesized were discussed. The aim of this study is to give the deeper understanding of underlying theories of motivation and job satisfaction and turnover intention. The literature that helps conceptualize the job satisfaction, turnover intention, second, the founding pieces of literature that composite the theory and third, the most emerging literature in the job satisfaction and turnover intention are selected to explain the job satisfaction and turnover intention. Based on thorough review of literature new conceptual study has been introduced. In both, the literature and organizational literature, the existing theories of job satisfaction and turnover intention can be evaluated to fully capture the distinctive aspects of the satisfaction various theories of satisfaction are encompassed. This extended literature requires empirical testing to identify the dimensions of the job satisfaction and motivation and turnover intention. The extended literature of job satisfaction and turnover will be useful to bring changes in the satisfaction level of the employees and helps the researchers to understand easily the theories of satisfaction and turnover

Key words: Satisfaction, motivation, turnover intention, theories, models

INTRODUCTION

The meaning of motivation is when some needs force the individual to achieve the objectives given to him/her in order to fulfill that needs is motivation. Kreitner *et al.* (1999) for good performance of job motivation is important reason but he motivation includes skills, ability to do work, knowledge, emotions and feelings. If some company want to increase the performance of employees and the company as well the attention must be given to motivate the employees of the company. This will help the company managers to increase the motivation level of employees and in return the performance of company will go up. There are some needs and expectation related to work which are the factors for motivation. These are extrinsic factors and intrinsic factors. Extrinsic factors include salary, promotion, extension of job contract, security, work environment, conditions of work and fringe

benefits. While intrinsic factors of motivation includes appreciation, rewards, positive recognition. In this study, the the extrinsic factors are used to investigate the job satisfaction of the academician of advance learning universities in KPK.

Job satisfaction: Job satisfaction is how people feel about their job and different aspects of their jobs. In addition, the extent to which employees like their work definition given by Ellikson and Logsdon (2002). Moreover, Job satisfaction as an effective and emotional response towards various aspects of employees works (Schermerhorn, 1984). In the same way, Lawler (1972) define job satisfaction as the sum of job facet satisfaction across all facets of job.

The satisfaction and dissatisfaction of job depends on two things the nature of job and expectation what job supply to an employee. In addition to this, Job