

ABSTRACT

The main purpose of this study is to assess job productivity and job satisfaction in employees of Higher Education Institutes by analyzing public sector and private sector as a case study. Universities at Jamshoro are taken as public sector and university in Hyderabad and other educational institutes as private sector. This research identifies the factors and their sub-factors affecting employees' job productivity and job satisfaction. This study first measures the job productivity and satisfaction in employees of HEIs and then analyzes the relationship between Job productivity and Job satisfaction.

Primary data was collected by quantitative analysis. The data was collected through survey by distributing questionnaires in six higher education institutes (LUMHS, MUET, University of Sindh, ISRA, SZABIST and HiAST). The secondary data is collected from internet via online available data, research articles, books and different publications.

The reasons of this study is to understand productivity improvements that would authorize the higher education institutes to continue to meet employee's needs and their satisfaction in order to meet HEC criteria for universities' performance. This study identifies and measures factors affecting job productivity and job satisfaction in private and public Higher Education Institutes (HEIs). And analyzes the relationship between job productivity and job satisfaction.

The observations have been collected from all six universities and analysis were through different statistical tests applied in SPSS to obtain results. Result shows that skills play a vital role in enhancing job productivity in HEIs and work itself plays a vital role in enhancing job satisfaction in HEIs.