JOB SATISFACTION AMONG ACADEMICIANS AT BUSINESS COLLEGES OPERATING IN KUWAIT

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Abstract - The objective of this study is to examine the overall level of job satisfaction of academicians in business colleges operating in Kuwait. To achieve this objective, the modified version of the Minnesota Satisfaction Questionnaire (MSQ) is used to elicit information from faculty members of public and private universities using stratified random sampling technique. The questionnaire includes a series of statements and the respondents are asked to indicate their degree of agreement with each statement. The collected data are entered in SPSS file for analysis. It is found that academicians in business colleges operating in Kuwait are most satisfied with intrinsic aspects of the work such as "social service", "activity", academic freedom and "ability utilization" and less satisfied with extrinsic aspect of work such as "job security", "university policies, and "compensation. Moreover, the study explores the areas which bring the greatest satisfaction to academicians in business colleges. These factors of satisfaction help in predicting areas those contribute to the success of the academicians and provide valuable information for boards, colleges and universities in recruiting and retaining staff members.

Keywords - Job satisfaction, Academic staff, Minnesota Satisfaction Questionnaire, Factors affecting job satisfaction, Business colleges, university, Kuwait