


# Chapter 16

## Job Satisfaction and Its Correlation With Faculty Retention in Self-Financing Colleges

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### ABSTRACT

*Satisfaction from the job is an essential determinant to keep or leave in self-financing college for both individuals' well-being as well as stability and quality levels of education. The present study aims to investigate the association of job satisfaction with faculty retention from self-financing colleges, specifically in terms of working conditions, remuneration, and professional development opportunities besides organizational support. A representative sample of faculty members was obtained from different self-financing colleges using the mixed-methods approach. Individual experiences and perspectives benefited from qualitative data, while statistical analysis was applied to the quantitative information. On the basis of these results, the authors conclude that job satisfaction was significantly positively correlated to faculty retention, consisting primarily of key determinants such as security in employment, recognition, and prospects for professional advancement.*

### INTRODUCTION

The consistency and quality of its teachers are the principal reasons why an institution will succeed or fail, but in these self-financing colleges, faculty retention is always a challenge (Chen and Wang, 2021). This structural condition may be detrimental to the connection between CICs and academic institutions, especially in terms of student recruitment practices or educational program implementation (Gupta and Gupta, 2020). That is a big reason why faculty members are happy and, therefore, likely to stay. There are

DOI: 10.4018/979-8-3693-9375-8.ch016

two different financial and administrative structures between teaching institutions of government land & self-financing colleges. At these different types of institutions, the funds frame faculty opportunities and pressures in unique ways (Dash et al., 2019). Satisfaction, in this context, means all Satisfaction derived from the job, including pay rates, bonuses, compensation package salaries, job stability, and work-life balance & flexibility, affecting here most professional training programs (the development program) implemented in organizations (Kadiresan et al., 2024). The most essential root of employee satisfaction is competitive pay, as you need cash to attract and keep quality faculty (Venkateswaran and Viktor, 2023).

On the other hand, self-financing colleges struggle to pay salaries equivalent to government institutions, thus leading teachers to dissatisfaction and resignation (Alabdullah et al., 2014). Also, the benefits a place of employment provides in regard to health insurance packages and retirement plans are big parts of job satisfaction (Alabdullah, 2023). The other factor is job safety (Haris, 2024). With the exception of some self-financing colleges, their faculties had less job insecurity in comparison to self-financing ones, and they were mostly appointed on a contract basis (Kharayat et al., 2024). With no tenure or long-term contracts to speak of, Faculty have little job security, and one can reasonably expect many to become nervous that they might lose their position (Al-Maaitah et al., 2021). The physical environment, the culture of administrative support, and teaching resources are also related to job satisfaction (Wali, 2024). Faculty morale can be affected positively or negatively by the conditions on a campus, such as good facilities and research resources with supportive administration (Al-Ajlouni et al., 2024).

On the other hand, working in misery happens to relate to being frustrated and annoyed (Ashifa, 2024). Faculty Development in Academia - The Need of the Hour Staff Development Universities offer a number of training programs, workshops, conferences, and research opportunities to promote personal growth amongst the staff (Al-Maaitah et al., 2024). While these paths of 'professional development' also ensure that the Faculty remains relevant and up-to-date in their fields, they lead to a sense of fulfillment as well as career progression (Wong and Leung, 2022). Perhaps the investment indeed helps with Retention, as Faculty members whose institution funds seem more engaged without a doubt (Alrawashdeh et al., 2024). When it comes to job satisfaction, the culture of your company and how you feel about it are very important (Tripathi, 2017). A collegiate culture where faculty feel supported and included in their contributions is essential for meaningful career satisfaction as well as retention, which is the recognition of achievements and contributions by faculty members who have an emotional connection with the university (Muda et al., 2023). Conversely, a toxic or unsupportive organizational culture can drive Faculty to look for jobs elsewhere and result in new hires much faster than expected - reducing retention rates overall and losing the intellectualism of experienced professors (Singh, 2022).

The primary objective of this study is to identify the multiple dimensions underlying job satisfaction and its relationship with faculty retention among self-financing college teachers (Masad et al., 2024). The study will identify the most important factors that influence job satisfaction to provide direction for administrators and policymakers toward enhancing faculty retention (Kem, 2023). It will also examine factors such as the accessibility and quality of professional development, organizational culture's effects on faculty retention decisions, and recognition and support issues that contribute to high or low levels of expertise continuity (Kanike, 2023). The study will draw from the extensive literature on job satisfaction and faculty retention to deepen our understanding of what happens in self-financing colleges (Maaitah, 2023). The methods for this project will employ both quantitative and qualitative data collection techniques to obtain an all-encompassing perspective of the drivers of job satisfaction and its relationship to Retention. Surveys and interviews with Faculty can provide rich information about their experiences and perspectives, while statistical analyses allow potential trends to be pinpointed, including possible

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