

DYNAMIC CHANGES IN THE PERFORMANCE OF JOB SATISFACTION AMONG UNIVERSITY EMPLOYEES

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ABSTRACT

This paper uses linear regression to examine the explanatory factors affecting employees' job satisfaction and how increasing job satisfaction will boost employee performance. Non-probability sampling techniques comprise the sample size of 160 chosen from teaching employees at the state and central universities in Uttar Pradesh. Primary data was collected using a questionnaire. 33 items on a Likert scale of eight general and 29 job satisfaction characteristics described the respondents' perceptions of their level of job satisfaction. The crucial elements of factor analysis were developed using Cronbach's alpha coefficient. According to the findings, employees' are delighted with their job, and has a significant relationship between working characteristics and a direct influence on employee performance. It implies that job-satisfied employees should have higher performance levels, supporting the null hypothesis, favorably impacting the institution's overall job performance. This article might be helpful for educational planners and decision-makers.

KEYWORDS: Performance, Job Satisfaction, Employees, Well-being and Supervision

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