

A THEORETICAL MODEL OF JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT FOR ACADEMICIANS IN TECHNICAL AND MANAGEMENT INSTITUTES OF DEVELOPING COUNTRIES LIKE INDIA AND REVIEW OF LITERATURE

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ABSTRACT

Job satisfaction and organizational commitment are one of the most important issues for any organization. Many studies have been done on this aspect still many academic institutions have little understanding of how it affects employee turnover, productivity and organizations performance. Due to these institutional efforts towards employee satisfaction can sometimes create more dissonance than cohesion between employees and management leading to excessive employee turnover. This research paper highlights the theoretical approach to job satisfaction and organization commitment. An attempt has been made to emphasize the theories explaining job satisfaction, meaning and importance of job satisfaction and organization commitment for effective performance of the academic institutes. With the high costs involved in faculty selection and recruitment, institutes are increasingly concerned with retaining employees. Generating employee commitment is an important consideration for the institutes.

KEY WORDS: Job satisfaction, importance of job satisfaction, theories explaining job satisfaction, organization commitment, turnover.

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