

A Comparison Study: Employment Fulfillment of Public and Private University Staffs in Bangladesh

Safayet Ahammad Bhuyan¹ and Mohammed Kamruzzaman²

¹ International University of Business Agriculture and Technology

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Abstract

The relationship between representative occupation fulfillment and worker authoritative duty is direct and huge. The motivation behind this study is to investigate and think about the levels of employment fulfillment among staff of public and private universities in Bangladesh and how they contrast in their fulfillment levels with respect to pay, workplace, and others. The standard survey was utilized to gather information from randomly picked university staff in arbitrarily chosen universities in Bangladesh. Five-point Likert-sort scales were utilized to quantify respondents' recognitions. Expressive and inferential measurements and calculation of thing means and rankings showed members' reactions. t tests for free means uncovered significantly distinctive employment fulfillment ($p < .05$) amongst public and private staff. Direct Regression was utilized to dissect whether there is any occupation component that effects on staff's employment fulfillment.

Index terms— employment fulfillment, organizational commitment, conduct investigation, staff administration, institution conduct, private university, public univer

1 Introduction

ork fulfillment or representative fulfillment has been characterized in a wide range of ways. Some trust it is just how content an individual is with his or her occupation, at the end of the day, regardless of whether they like the employment or individual viewpoints or aspects of employments, for example, nature of work or supervision. Work fulfillment, maintenance and responsibility to the association are exceptionally fundamental for the achievement and improvement of any instructive organization. Plainly the higher scholastic personnel satisfied with their occupation the more beneficial and constructive atmosphere will be of a foundation. Positive atmosphere of a scholarly organization brings about higher employment fulfillment which thusly expands the general execution and efficiency of the foundation. Positive and sound atmosphere of an organization likewise puts a beneficial outcome on the execution and enthusiasm of understudies of that specific establishment.

2 II.

3 Literature Review

Work satisfaction is said to be a crucial component of proficiency at work (Lin, 2012). Business related parts, pay, restricted time open entryways, supervision, relationship with partners, proficient strength and some demographic request could be used to evaluate the occupation satisfaction levels of scholastic staff (Khalid, 2012). Educational establishments are proficient administration associations and contribute administrations through their association's individuals regardless. The relationship between worker work fulfillment and representative hierarchical responsibility is existing and huge (Daneshfard and Ekvaniyan, 2012). In 2011 Ahmed, Usman, and Rana expressed, work fulfillment additionally intercedes (mediates) the relationship between realities of employment and citizenship conduct. In this manner, expanding the employment fulfillment of the authoritative

individuals is the best way to truly improve the administration nature of the instructive foundations (Tzeng, 1997). In 1992 Lin likewise expressed that Taiwan's local and outside specialists affirmed that individual occupation fulfillment of the association individuals has assumed a vital part in advancing the whole execution (Lin, 1992). Maslow (1970) brought five Need's Hierarchy up in self-satisfaction; regard, love, belongingness, security, and physiological needs; while, Alderfer (1972) kept up those necessities between levels which are not totally unrelated but rather could be conductible all the while and isolated the Maslow's hypothesis into Existence, Relatedness, and Growth (purported ERG). Vroom's (1964) Expectation Theory is 1. Esteem: the level that the individual trusts endeavors will bring trust's prizes; 2. Devices: the procedure of the individual's own particular endeavors; 3. desires: notice to the convictions of people in the likelihood of future execution through individual certain endeavors. Wernimont (1972) expressed that the variables that affected employment fulfillment are the individual intrapersonal elements, and outside natural factors. In 1975 Seashore and Taber expressed that the elements of occupation fulfillment can be outlined in two components: Personal elements: demographic attributes, identity qualities, capacities, logical, perceptual, subjective, and desire. Ecological variables: including political and monetary environment, proficient nature, hierarchical environment, and workplace. Farrell (1978) assumed that there are two sorts of employment fulfillment elements: Worker related elements: instructive foundation, work experience, unique preparing and work inspiration; and occupation attributes, i.e., finance, peripheral additions, traditional, support, reconciliation, correspondence, open door for progression. Herzberg (1966) held human inspiration and fulfillment were controlled by two arrangements of components, instead of the customary conviction that there is one and only arrangement of variables. He characterized the opposite of the fulfillment to be "no fulfillment"; and the inverse of disappointment was characterized as "no disappointment". Natural inspiring variables comprise of a feeling of achievement, a feeling of prize and acclaim, work it-self, obligation, development, and advancement improvement; outside upkeep components incorporate the compensation, composed arrangement and administration, assessing abilities, pay, interpersonal connections, workplace, individual life, status and employer stability. Fulfilled representatives produce higher occupation execution as de-bated by the majority of early scientists and researchers. Herzberg's "wellbeing variable" of his twocomponent hypothesis just brings down the work disappointment and can't build work execution; yet "propelling element" can move an eagerness to work and raise work execution. Argan (1977) additionally called attention to that in a few conditions; work fulfillment will influence specialist's execution to be great or awful. Rinehart and Short (1993) showed that instructors' occupation fulfillment is identified with workplace, work contribution, assurance, inspiration to work, and school structure. "Work fulfillment is the individual degrees of a positive full of feeling introduction, negative emotional situated are not fulfilled by a positive emotional work introduction (Chen, 2008). As indicated by Chen (2008), work fulfillment connected in this study incorporates fulfillment with compensation welfare, workplace, work attributes, hierarchical basic leadership, administration care, interpersonal relationship, self-esteem, and general occupation fulfillment. The above demonstrates that affecting elements of employment fulfillment of staff, instructors, and a great many people comprises of individual qualities and attributes of the workplace, and their co-operations. It is that the elements of employment fulfillment are an enthusiastic or behavioral response affected by individual inside and outer natural variables. Thusly, this paper concentrates on the occupation fulfillment of the colleges' staff by method for investigating the individual and natural components.

4 III.

5 Scope of the Study

The reason for this study was to look at and think about the employment fulfillment of public staff and the occupation fulfillment of private staff of universities and to investigate if any relationship existing between the employment fulfillment components and general employment fulfillment.

IV.

6 Motivation behind the Study

As indicated by Rashid and Rashid (2011), fulfillment has been widely contemplated in the administration writing because of its significance to the physical and mental prosperity of the worker. We know it is a subject of significant sympathy toward numerous specialists and an essential hierarchical variable that ought to be comprehended and continually dissected for productive working of any association. Zeinabadi in 2010 expressed that occupation fulfillment and hierarchical responsibilities are forerunners (root) of Organizational Citizen-ship Behavior (OCB) of scholastic staff. It is perceived that instruction requires determination as well as responsibility, so it is more essential to have mental duty and dependability than just physical nearness. University staff is the principal line of contact with understudies and requires complex work in an inexorably requesting environment. The reason for this study was to give experimental confirmation with regards to the employment fulfillment levels of staff in both open and in addition private colleges and to figure out what work variables are solid indicators of their occupation fulfillment.

V.

7 Suspicions of the Study

The accompanying suspicions were made with the end goal of this study.

1. All staff who reacted to the polls plainly comprehended the inquiries. 2. All respondents addressed all inquiries displayed in the review in a fair way and to the best of their capacities.

8 The irregular determination and inspecting

techniques utilized grant the scientist to make generalizations with respect to staff in the chose higher instructive establishments in focal Bangladesh.

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10 Significance of the Study

In 2010, Machado-Taylor, Meira Soares and Gouveia called attention to that scholarly staff work fulfillment and inspiration assume a vital part adding to positive results to the nature of the foundation and to understudies' learning. Minimal distributed exploration has been found that spotlights on looking at the levels of employment fulfillment among staff in either open or private colleges in Taiwan. In addition, no exploration has been found that looks at the levels of occupation fulfillment among staff amongst open and private colleges. In total, the fundamental goal to be achieved for the study is to make work fulfillment, duty, association, inspiration, and, in this way, the best results for Bangladeshi as well as worldwide universities and for the understudies.

11 VII.

12 Impact of the Study

The Job Satisfaction of University Staff Questionnaire connected to be the base for the exploration is randomly conveyed to the populace. It is intended to comprehend if the variables of age, sexual orientation, conjugal status, instruction history, working situations/assets, obligations, hierarchical choices, pioneer's concern, social relations, work position, affect general employment fulfillment. Through this exploration, we expect a superior administration quality or a general increment in execution of the instructive foundations.

13 VIII.

14 Theoretical Framework and Theory

The general structure that encompasses this paper incorporates investigating separately the employment fulfillment components of public and private universities' staff and looking at the distinction in occupation fulfillment between staff of open versus private universities. The composite means and standard deviations for open and private colleges staff work fulfillment components were utilized. An autonomous specimen's t test was led to analyze open and private university's staff for every employment fulfillment estimation. As indicated by Rashid and Rashid (2011), fulfillment has been widely concentrated on in the administration writing because of its significance to the physical and mental prosperity of the worker. We know it is a subject of significant sympathy toward numerous specialists and a vital hierarchical variable that ought to be comprehended and always broke down for the productive working of any association. It is perceived that training requires steadiness as well as duty, so it is more imperative to have mental responsibility and unwaveringness than just physical nearness. College staff is the principal line of contact with understudies and requires complex work in an undeniably requesting environment. who proposed a "three needs hypothesis," which there are three primary thought processes or needs with regards to the work. D. Equity Theory Adams (1963) recommended that the staff would look at his/her "contribution" with "yield." E. Expectancy Theory Vroom (1964) recommended that a propensity force of a specific conduct for individuals to take is resolved on the desire power that a known result would come after a few practices, and on regardless of whether this outcome is alluring to the person.

F. Discrepancy Theory ??ocke (1969) expressed that whether a specific working quality for a worker to fulfill/meet with or not is as indicated by the hole between the two, "really got" and "wish to acquire" the fundamental attributes found from the work " ; if the hole is zero, the staff will be fulfilled. G. ERG Theory ??lderfer (1972)

15 Research and Design

There was no single however different looks into and outlines incorporating the general structure of the paper. Legitimacy was guaranteed through the writing survey and a basic audit of the instrument. Cronbach's No. of things was additionally utilized for unwavering quality measurements.

16 Results

Cronbach's No. of items was used for reliability statistics. Within various aspects of eight job satisfaction measurements the Cronbach's Alpha is .783 ? 0.5. The study has high reliability. The purpose of this paper was to examine and determine the job satisfaction of public staff and the job satisfaction of private staff of universities in Bangladesh. Another purpose was to compare if similarities or differences exist in most satisfied job elements of public staff and the private staff in Bangladesh. The third purpose was to explore if there is any relationship existing between the perceived Job Satisfaction Elements of Public/Private University Staff and their Overall Job Satisfaction in Bangladesh?

17 a) Work Satisfaction Elements of Public University Staff in Bangladesh

The composite means and standard deviations for state funded college staff work fulfillment components are introduced in Table 1. Of the eight employment fulfillment components, the state funded college staff are most fulfilled in Overall Job Satisfaction ($M = 4.05$) and Self-Worth ($M = 3.84$). Authoritative Decision-Making ($M = 3.17$) and Salary Welfare ($M = 3.26$) of employment fulfillment's were fulfilled minimum by the public university staff. H5-0: The invalid theory expressed that there were no connections between the apparent Job Satisfaction Elements of Private University Staff and their Overall Job Satisfaction in Bangladesh. Be that as it may, the outcomes from Table 5 appeared, with the exception of Interpersonal Relationship, that the various Job Satisfaction Elements were noteworthy, and hence the invalid theory was somewhat dismisses.

18 Commitments and Practical Implications of the Findings

It is a subject of significant sympathy toward numerous scientists and a critical authoritative variable that ought to be comprehended and always dissected for the effective working of any association. Thusly, this study gives exact confirmation with regards to the job satisfaction levels of staff in both public and private universities and to figure out what work components are solid indicators of their occupation fulfillment. Most university staff in Bangladesh has high instructive levels and finished control. They are glad for being university staff and they likewise gain the admiration and backing from their family and the vast majority. Subsequently, clearly Self Worth got the same fulfillment levels in both the public university and private university staff inside the employment fulfillment component in universities of Bangladesh.

Likewise public universities are allowed the money related backing and showing assets from the represents and implies that it is characteristic that state public university staff demonstrated an altogether higher occupation fulfillment than private staff for the two Salary Welfare and Overall Job Satisfaction components in Bangladesh. The outcomes exhibited here are critical and anticipate conveying out to make affectability to scholastics distractions and disappointment with respect to their employments, and conditions under which they work. The structure was investigated from staff's viewpoints and the significance was put after discovering regardless of whether the relations existing between employment fulfillment components and staff's general occupation fulfillment. University staff is the primary line of confronting with understudies, we anticipate managing a superior administration quality or a general increment in performance of the instructive establishments or making down to earth suggestions to different business enterprises worldwide nations by method for this examination.

19 a) Suggestions

The accompanying suggestions for further study are made. 1. Further studies ought to be led to figure out whether years of administration, or level of training thus on effect university staff' job satisfaction. 2. Further studies ought to be broadly led to different nations other than territories of Bangladesh or led to personnel of university identified with their occupation fulfillment.

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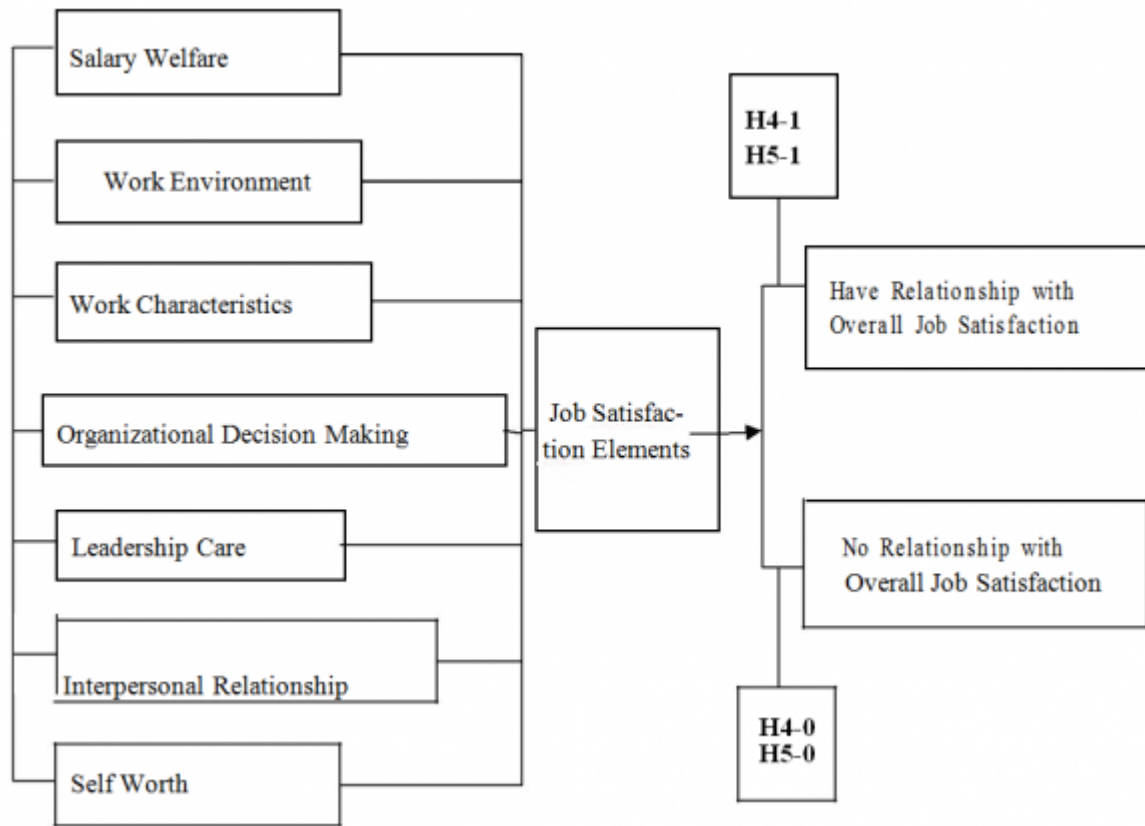


Figure 1: The

- A. Need Hierarchy Theory Maslow (1954) expressed that man is a creature having needs, and the necessities must be addressed; generally the requirements would control individuals' conduct if neglected to address the issues.
- B. Two-Factor Theory This was raised by analyst Herzberg (1959) that staff demeanors have an unequivocal part in occupation execution.
- C. Three Needs Theory by McClelland et. al. (1961),

Figure 2:

a) Respondents: Forty arbitrarily chose full time staff at two haphazardly picked state funded colleges and f

Questionnaire”, comprising of two sections: Part 1 identifies with college staff’ demographic qualities and incorporates things concerning staff’ age, sex, training level, years of administration, and conjugal status; and Part 2 comprises of forty-five things inside eight components, i.e., pay welfare, and other employment fulfillments (see the encased English and Chinese versions) that were utilized to gather information they said test by reaching the Department Head. Authorization was allowed from every college to co-channel the learn at their area of expertise ahead of time of the study. The instrument was fundamentally adjusted from Ms. Chen, P. Y (2008). The general reaction rate was 100 percent. Reactions are on a five-point Likert scale running from (1) = unequivocally differ to (5) = emphatically concur. The compensation welfare fulfillment incorporates things 1-6. The workplace fulfillment incorporates things 7-13. The work qualities

altercations
fulfillment

1

	Mean	S. D.	Rank
Job Satisfaction			
Salary Welfare	3.26	.56	7
Work Environment	3.37	.77	5
Work Characteristics	3.46	.54	4
Organizational Decision-Making	3.17	.57	8
Leadership Care	3.28	.78	6
Interpersonal Relationship	3.69	.55	3
Self-Worth	3.84	.59	2
Overall Job Satisfaction	4.05	.54	1
N= 40			

Figure 4: Table 1 :

2

Figure 5: Table 2 .

2

	Mean	S. D.	Rank
Job Satisfaction			
Salary Welfare	2.91	.88	8
Work Environment	3.25	.54	5
Work Characteristics	3.69	.56	4
Organizational Decision-Making	2.96	.67	7
Leadership Care	3.22	.84	6
Interpersonal Relationship	3.78	.54	1
Self-Worth	3.76	.78	2
Overall Job Satisfaction	3.70	.83	3
N = 40			
c)			

Figure 6: Table 2 :

3

Styles	Mean (N = 40) Pub- lic Staff	Mean Pri- vate Staff (N = 40)	t	p
Salary Welfare	3.26	2.91	2.11	.000*
Work Environment	3.37	3.25	.82	.134
Work Characteristics	3.46	3.69	-	.366
Organizational Decision-Making	3.17	2.95	1.86	.296
Leadership Care	3.28	3.22	.35	.524
d) Relationship in Perceived Job Satisfaction Elements of Public University Staff and their Overall Job Satisfaction		R-squared went from 52.2 to 81%, demonstrating percent variability in the reliant variable clarified free variable as appeared in Table 4. Compensation Welfare was not noteworthy, but rather all different components were.		
Straight Regression examination was utilized as a part of this exploration question. It was found that the				

Figure 7: Table 3 :

4

	Standardized Coefficients ?	t	Sig.	Adjusted R Square	F
Self-Worth	.731	6.60	.000**	.522	.000
Organizational Decision-Making	.277	2.70	.010*	.590	.010
Leadership Care	-.755	-3.26	.002**	.675	.002
Work Environment	-.522	-4.83	.000**	.768	.000
Work Characteristics	.288	2.75	.010*	.805	.010
Interpersonal Relationship	-.186	-1.15	.004**	.810	.004
Salary Welfare	.162	1.48	.147	.810	.147

** Correlation is significant at the 0.01 level (2-tailed).

Figure 8: Table 4 :

	Standardized Coefficients ?	t	Sig.	Adjusted R Square	F
Self-Worth	.674	6.33	.000**	.602	59.940
Organizational Decision- Making	.320	1.71	.000**	.780	20.772
Leadership Care	.320	2.22	.000**	.751	23.683
Work Environment	-.162	-1.52	.013*	.780	20.772
Work Characteristics	.022	.17	.008**	.751	59.701
Interpersonal Relation- ship	.002	.02	.118	.780	20.772
Salary Welfare	-.190	-1.22	.007**	.780	20.772

** Correlation is significant at the 0.01 level (2-tailed)

Figure 9: Table 5 :

Hypothesis

H3-0: There is no difference between the perceived Job Satisfaction Elements of Public University Staff and the perceived Job Satisfaction Elements of Private University Staff.

H4-0: There is no relationship between the perceived Job Satisfaction Elements of Public University Staff and their Overall Job Satisfaction.

H5-0: There is no relationship between the perceived Job Satisfaction Elements of Private University Staff and their Overall Job Satisfaction

XI.

Discussion and Conclusion

1. Of the eight occupation fulfillment components, the state funded college staffs were most fulfilled by Overall Job Satisfaction and Self-Worth.
2. Organizational Decision-Making and Salary Welfare of employment fulfillments were fulfilled minimum by the state funded college staff.
3. Of the eight employment fulfillment components, the private university staffs were most fulfilled by Interpersonal Relationship and Self -Worth.

4. Self-Worth got the same fulfilled level by both public and private university staff inside the occupation fulfillment component.
5. Organizational Decision-Making and Salary Welfare of employment fulfillments were fulfilled slightly by the private college staff and which are additionally the same as the minimum fulfilled occupation fulfillment component.

Figure 10: Table 6 :

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