“Job Satisfaction in Organizations”: A case study of Mid Sweden University, Östersund Campus.

Author
Kang Kerian Kang
Masters (one year) in Human Resource

Supervisor
Prof. Lars- Erik Wolven, Phd
ABSTRACT

This study intends to investigate the level of job satisfaction in the Department of Social Science at the Mid Sweden University Ostersund Campus. 53 questionnaires were distributed to employees with only 38 questionnaires returned. Results were analyzed using the Statistical Package for Social Science (SPSS), on a five point Likert scale which was latter reduced to three points because of very few respondents. The following objectives were developed; 1) To discuss the concept of job satisfaction at length using related literature in order to establish a link between general aspects of work and job satisfaction. 2) To carry out a quantitative study to investigate the level of job satisfaction at the Department of Social Sciences, using the Job Descriptive Index (JDI). 3) To make appropriate recommendations on the possible ways to improve the level of job satisfaction, if there is a need. The results shows that despite the fact that employees are satisfied with their job, management style, working condition and reward system in the Department of Social Sciences is not favourable to employee population which is the major cause of job dissatisfaction in the Department among the employees. The following recommendations were proposed; 1) Encourage staff intrinsic values make the work interesting and reduce work load. 2) Revamp the reward system.