

Influence of Non-Financial Incentives on Job Satisfaction of University Lecturers: A Study of Parwan University

Abdul Raqib Sahibzada¹, Abdurrasheed Sahibzada², Zabihullah Momand³,
Mansoor Faqeerzai⁴, Mohammad Jamal Shenwary⁵

Assistant Professor, Nangarhar University, Jalalabad, Afghanistan^{1,2,4,5}

Ph.D. Scholar, Lucknow University, Lucknow, Uttar Pradesh, India³

Abstract: *The main aim of this study was to find out the impact of working condition, promotion opportunities and training & development on job satisfaction of Parwan University Lecturers. Data was collected through structured online questionnaire from 80 respondents. Primary data of the study was analyzed, by Statistical Package for Social Science (SPSS) version 26 by using multiple Linear regression. Cronbach's alpha for working condition was 81.4, for promotion opportunities it was 76.8, for training & development was 79.9 and for job satisfaction, it was 79.9. The result of the study showed that working condition and promotion opportunities have positive significant impact on job satisfaction while training & development do not have significant impact on job satisfaction.*

Keywords: Employee recognition, promotion opportunities, job involvement, job security, training and development, job security, working condition, job satisfaction

REFERENCES

- [1]. Aswathappa, K. E. M. A. L. (2013). Human resource management Text and cases: Tata McGraw-Hill Education.
- [2]. Abdurrasheed Sahibzada, D. H. P. (2022). IMPACT OF PROMOTION AND INTERPERSONAL COMMUNICATION ON JOB SATISFACTION OF UNIVERSITY LECTURERS: A STUDY IN NANGARHAR UNIVERSITY, AFGHANISTAN.
- [3]. Buble, M. (2006). Management. Ekonomskifakultet Split.
- [4]. Bakotic, D., & Babic, T. (2013). Relationship between Working Conditions and Job Satisfaction: The Case of Croatian Shipbuilding Company. *International Journal of Business and Social Science*, 4(2), 206–213.
- [5]. Brill, M., Weidemann, S., & BOSTI Associates. (2001). *Disproving Widespread Myths About Workplace Design*. Kimball International. Jasper. IN.
- [6]. Finnegan, M. C., & Solomon, L. Z. (1981). Work attitudes in windowed vs windowless environments. *Journal of Social Psychology*, 115, 291-292.
- [7]. GOPINATH, R. (2016). Is Promotion and transfer helps to Employee's Job Satisfaction? An Empirical Study at BSNL with special reference in three different SSAs using modeling. *ASIAN JOURNAL OF MANAGEMENT RESEARCH (ISSN 2229 – 3795)*, 6(4), 277–284.
- [8]. GOPINATH, R. (2016). Is Promotion and transfer helps to Employee's Job Satisfaction? An Empirical Study at BSNL with special reference in three different SSAs using modeling. *ASIAN JOURNAL OF MANAGEMENT RESEARCH (ISSN 2229 – 3795)*, 6(4), 277–284.
- [9]. Gabriel, J. M. O., & Nwaeke, L. I. (2015). Non-Financial Incentives and Job Satisfaction among Hotel Workers in Port Harcourt. *Journal of Scientific Research and Reports*, 6(3), 227–236. <https://doi.org/10.9734/JSRR/2015/15900>
- [10]. Khan, A. A., Abbasi, S. O. B. H., Waseem, R. M., Ayaz, M., & Ijaz, M. (2016). Impact of Training and Development of Employees on Employee Performance through Job Satisfaction: A Study of Telecom Sector of Pakistan. *Business Management and Strategy*, 7(1), 29. <https://doi.org/10.5296/bms.v7i1.9024>.

- [11]. Khawrin, M. K., & Sahibzada, A. (2023). Job Satisfaction as an Inverse Predictor of Employees' Turnover: A Survey of Selected Public Universities in Afghanistan. *International Journal of Education & Management Studies*, 13(2), 108–113.
- [12]. Kinzl, J. F., Knotzer, H., Traweger, C., Lederer, W., Heidegger, T., & Benzer, A. (2005). Influence of working conditions on job satisfaction in anesthetists. *British Journal of Anesthesia*, 94(2), 211-215.
- [13]. Khalid, K. M., & Sahibzada, A. (2023). The mediating role of job satisfaction at selected public universities in Afghanistan: the effect of job security on turnover intention. *Journal of Management and Business Education*, 6(3), 244-256..
- [14]. Leather, P., Pygras, M., Beale, D., & Lawrence, C. (1998). Windows in the workplace: sunlight, view and occupational stress. *Environment and Behavior*, 30, 739-762.
- [15]. Malik, M. E., Danish, R. Q., & Munir, Y. (2012). The Impact of Pay and Promotion on Job Satisfaction: Evidence from Higher Education Institutes of Pakistan. *American Journal of Economics*, 2(4), 6–9. <https://doi.org/10.5923/j.economics.20120001.02>.
- [16]. Mathis, R. L., Jackson, J. H., & Valentine, S. R. (2015). *Human resource management: Essential perspectives*. Cengage Learning.
- [17]. Mathis, R. L., Jackson, J. H., & Valentine, S. R. (2015). *Human resource management: Essential perspectives*. Cengage Learning.
- [18]. Newsham, G., Veitch, J., Arsenault, C., & Duval, C. (2004). Effect of dimming control on office worker satisfaction and performance, in *Proceedings of the IESNA Annual Conference*. Tampa, Florida, USA, 19-41.
- [19]. Newsham, G., Veitch, J., Arsenault, C., & Duval, C. (2004). Effect of dimming control on office worker satisfaction and performance, in *Proceedings of the IESNA Annual Conference*. Tampa, Florida, USA, 19-41.
- [20]. Okechukwu, W. (2017). Influence of training and development, employee performance on job satisfaction among the staff of school of technology management and logistics, university Utara Malaysia (STML, UUM). *Journal of Technology Management and Business*, 04(01), 16.
- [21]. Rahayu, M., Rasid, F., & Tannady, H. (2019). The Effect of Career Training and Development on Job Satisfaction and its Implications for the Organizational Commitment of Regional Secretariat (SETDA) Employees of Jambi Provincial Government. *International Review of Management and Marketing*, 9(1), 79–89. <https://doi.org/10.32479/irmm.7439>.
- [22]. Sahibzada, A., & Pandya, H. (2022). PERCEPTION OF EMPLOYEES'TOWARD THE IMPACT OF PROMOTION AND TRAINING AND DEVELOPMENT ON JOB PERFORMANCE: A STUDY OF UNIVERSITY LECTURERS, AFGHANISTAN. *International Journal of Management, Public Policy and Research*, 1(4), 33-36.
- [23]. Tessema, M. T., Ready, K. J., & Embaye, A. B. (2013). The effects of employee recognition, pay, and benefits on job satisfaction: Cross country evidence. *Journal of Business and Economics*, 4(1), 1–12.
- [24]. Veitch, J. A., Geerts, J., Charles, K. E., Newsham, G. R., & Marquardt, C. J. G. (2005). Satisfaction with lighting in open-plan offices: COPE field findings, in *Proceedings of Lux Europa 2005*, Berlin, Germany, 414- 417.