

Job Satisfaction among the Faculty of Higher Education in Sagar District of Madhya Pradesh

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Abstract: Faculty job satisfaction in higher education institutions represents a critical determinant of institutional effectiveness, student outcomes, and organizational sustainability. This paper examines the factors influencing job satisfaction among faculty members at higher education institutions in Sagar District of Madhya Pradesh. Drawing on empirical evidence from peer-reviewed literature and institutional data, we investigate the relationships between career satisfaction, personal characteristics, organizational factors, and psychological well-being among academic professionals. Our analysis integrates quantitative assessments using machine learning methodologies and traditional statistical approaches. Key findings reveal that career satisfaction among faculty is significantly influenced by perceived competence, work-life integration, mentorship opportunities, and institutional support systems. This study contributes to the broader understanding of faculty well-being and provides evidence-based recommendations for institutional policy development aimed at enhancing job satisfaction and reducing attrition in higher education.

Keywords: Faculty satisfaction, higher education, career satisfaction, job engagement, institutional effectiveness