ABSTRACT

The aim of this research was to o find out the core factors, which plays a significant role in the job satisfaction of the traffic wardens. There have been various national and international studies on the theory of job satisfaction among employees but no significant work has been carried out on the job satisfaction among the traffic wardens. So this research explores the factors which have a significant effect on the job satisfaction.

For the fulfillment of the objectives, a survey based cross-sectional study was designed and responses were collected through structured questionnaire from 350 male and female traffic wardens working in several sectors of the Lahore. Sample was proportionally allocated relative to the size of the sectors. The questionnaire was consisting of demographic, rules, policies and socio-economic factors.

Data analysis has been divided into two sections, descriptive section based on counts and percentages of the factors and analytical section based on hypotheses testing and fitting of logistic regression, which are used to investigate the significant factors of job satisfaction. It has been found that out of 350 traffic wardens, there were 292 (83.4%) not satisfied and 58 (16.6%) were satisfied from their job.

Descriptive and Inferential analyses were done to explore the job satisfaction level of traffic wardens. It was observed that, cooperation of management, employees are treated fairly and equally, joint working/team work, health and medical facilities, disability benefits, life insurance, leave rules, retirement plan/provident funds/ pension etc, special incentives, did your family support you to adopt this profession, are you happy with your current social status, have you ever felt that you are wasting your time in this profession and would you recommend this profession to your friend and family members were found to be the significant factors towards job satisfaction of traffic wardens. Moreover, using multiple logistic regression different models were developed in order to find the predictive strength using different predictors.