

Abstract

The main purpose of this present study is to find the number of factors which significantly affect the job satisfaction and occupational stress of public and private sector university teachers of city Lahore. The validity of this research based on the systematic method of data collection and analysis. The sample of 365 teachers is selected from three public and three private sector universities by using stratified sampling technique. Questionnaire was the main tool used to collect the relevant data from the selected sample respondents. In order to meet the objective of this study structural equation modeling (SEM) was used for analysis purpose. In the first phase of analysis exploratory factor analysis (EFA) was used and in the second phase of analysis the results were justified using confirmatory factor analysis (CFA). The result of this study indicate that quality service factor, benefit package, student behavior, training and development, supportive environment and to teach at other university after duty hours significantly affect the job satisfaction and occupational stress of private sector university teachers. Monetary benefit, relationship at work place, latest infra structure, promotion on merit bases, student behavior, working hours, training and development factor significantly affect the job satisfaction and occupational stress of public sector university teachers, working place distance and nepotism negatively affect on job satisfaction and occupational stress of public sector university teachers. In private sector universities discrepancy between effort and reward decrease job satisfaction and increase the level of occupational stress in teachers. Leave criteria significantly affect the job satisfaction of private sector teachers but not affect the job satisfaction of public sector teachers. Relationship at work place has no affect on job satisfaction level of private sector university teachers.