

## ABSTRACT

Lahore, largest metropolis and the capital of Punjab is famous for its educational institutions. The empowerment and learning of students can only be achieved if the faculty is satisfied and committed with the intuition. Therefore it is important to conduct a study on the employment satisfaction of employees in higher education institutions of Lahore, both public and private. To achieve this purpose a sample of 145 respondents was selected and face to face interviews were conducted with them. Two stage cluster sampling was used to select the sample but all the universities were participating in the sample proportionally. Overall 49(34%) are satisfied, 16(11 %) are dissatisfied, 80(55%) are neither satisfied nor dissatisfied. The largest numbers of satisfied respondents are those who are drawing competitive salary packages 65%. The satisfaction level of employees in private institutions remained higher as compared to government institutions. In 45 private sector employees 22 (49%) are satisfied but on the other hand, in 100 public sector employees 27 (27%) are satisfied. Chi square test was applied to see the association of important predictors with JS. After omitting 4 influential value from the data, the multinomial logistic regression was employed to see the significant factors which can increase or decrease the satisfaction on employees: Overall, significant factors were Designation, work environment, Recreation and family benefits, Policies of institution and Salary. In Public sector, the significant factors were health & medical facilities, training and development programs, policies of institution, and overall satisfaction with health & medical facilities. In Private sector, work environment, affiliation with the institution and Salary remained significant factors to affect JS.