

The Study of Academic Job Satisfaction: Perspectives from Europe

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The academic staff is a key resource within higher education institutions and therefore it has a major role in achieving the objectives of the institution. Research, reveals that the concept of job satisfaction is a complex collection of variables that interact in a myriad of ways. Well motivated academic staff can, with appropriate support, build a national and international reputation for themselves and the institution in the professional areas, in research and in publishing. Such a profile may have an impact on the quality of a higher education institution. Moreover the performance of academic staff as teachers, researchers and managers determines much of the quality of the student satisfaction and has an impact on student learning and thus the contribution of the higher education institutions (HEIs) to society. This presentation will discuss an ongoing study on academic motivation and satisfaction within the Portuguese higher education institutions in the context of the European Higher Education Area.

In order to contextualize the study, several authors are used. The selected authors are considered the most relevant ones in the specific fields of study. Among others authors such as: Addio, A. C., Eriksson, T., & Frijters, P. (2007); Altbach, P. G. (Ed.). (1996); Altbach, P. G. (Ed.). (2003); Evans, L. (1997); Gappa, J. M., Austin, A. E., & Trice, A. G. (2007); Hagedorn, L. S. (2000); Herzberg, F., Mausner, B., & Snyderman, B. B. (1993); Kuskü, F. (2003). Lacy, F. J., & Sheehan, B. A. (1997); Maslow, A. H. (1987); Nyquist, J. G., Hitchcock, M. A., & Teherani, A. . (2000); Okpara, J. O., Squillace, M., & Erondü, E. A. (2005); Oshagbemi, T. (1997); Oshagbemi, T. (2000); Rowley, J. (1996); Sloane, P. J., & Ward, M. E. (2001); Ssesanga, K., & Garrett, R. M. . (2005); Stevens, P. A. (2005); Ward, M. E., & Sloane, P. J. (1999); Ward, M. E., & Sloane, P. J. . (2000); Zembylas, M., & Papanastasiou, E. (2006) are included in the study.