

Sengul Cangur, Veysel Yilmaz,
Bulent Ediz, Ismet Kan
Turkey

How Motivation, Communication-Cooperation and Reward System Affect Faculty Members' Job Satisfaction in a Developing Country

Abstract

This study, which was performed among the faculty members working at Eskisehir Anadolu University using their personal evaluations, was designed to identify the factors affecting the job satisfaction levels of faculty members and to develop a proposed model. Within this framework, a questionnaire including 59 items scored on a 5-point Likert type scale was applied to 143 faculty members. Consequently, when the best-fit model was investigated, the study revealed that while motivation and communication-cooperation are significant factors for job satisfaction, the use of reward systems is not an effective factor. Our proposed model could be directly applied to similar factors or could be developed using different factors.

Key words: *job satisfaction, motivation, communication-cooperation, reward system, faculty member*

Introduction

Higher education institutions are the only organizations focused on the dual core functions of knowledge creation and knowledge transmission through the process of research and teaching (Houston, 2006). However, faculty (both university and