

## **THE EFFECTS OF DEMOGRAPHIC FACTORS ON JOB SATISFACTION OF UNIVERSITY FACULTY MEMBERS IN SRI LANKA**

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### **ABSTRACT**

The purpose of this study was to examine the effects of demographic factors on the degree of overall job satisfaction of state university faculty members in Sri Lanka. In recent years, a number of studies have investigated the job satisfaction of university faculty in developed countries; however, a little is known about the faculties' job satisfaction in the developing countries as Sri Lanka. The study used a survey questionnaire to survey 423 faculty members from fifteen state universities in Sri Lanka. The data analyses were performed by using of descriptive statistics, analysis of variances, and regression analysis. The results show that in overall the state university academics were satisfied in their job; and job satisfaction of academic members significantly differed based on their current working status and monthly salary. However, other demographic factors: teaching experience, gender, age, highest level of education, marital status and number of children of staff members had no statistically significant differences. The results of the multivariate regression analysis indicated that the degree of overall job satisfaction of faculty members were significantly positive affected by monthly gross salary and number of their children. The finding on salary is inconsistent with the Herzberg (1976) Two-Factor theory as salary is considered to be a hygiene factor rather than a motivating factor. In terms of policy implications, it could be recommended that the academics in state universities should be compensated adequately, workload of the senior lecturers should be rationalized, as well as opportunities and financial support should be given to secure higher educational qualifications.

**Keywords:** Demographic Factors, Job Satisfaction, Faculty Members, State Universities in Sri Lanka.