

## RELATIONSHIP BETWEEN INDEPENDENT VARIABLES AND WORK SATISFACTION OF SECONDARY SCHOOL ADMINISTRATORS : A CASE STUDY OF PAKISTAN

UMAR ALI KHAN

Institute Of Education & Research Gomal University,  
Dera Ismail Khan (N.W.F.P) Pakistan

### ABSTRACT:

Considerable number of studies has dealt with the overall job satisfaction of teachers and administrators in the field of education. Critical-incident as well as many-item questionnaire technique have been utilized to assess the job satisfaction of the officials. Published evidence shows that some demographic variables are related to job satisfaction and some are not. A dearth of studies dealing with the relationships of independent variables with satisfaction from motivator and hygiene items of work separately led me to explore the work satisfaction of secondary school administrators in this context. The present paper identifies the relationships among selected demographic variables, type of administrator, and work satisfaction of secondary school administrators from motivators and hygienes separately. As a subject for this study, I selected a stratified random sample of secondary school administrators from 15 districts of North West Frontier Province, Pakistan. I collected data through dissemination of a questionnaire. Multiple regression analysis technique was used to analyze the data. Sex and type of administrator are identified as strong predictors contributing significantly to work satisfaction at .05 level. Sex is contributing significantly to satisfaction from hygiene items of work. Type of administrator is the only variable contributing both to satisfaction from motivator and satisfaction from hygiene items of work. Relationship between independent variables and work satisfaction of secondary school administrators: A case study of Pakistan. Much is investigated about the job satisfaction of teachers in the field of education. Work satisfaction of secondary school administrators (SSAs), who face a complex array of problems on a daily basis, is frequently ignored. Administratorship or principalship is full of pressures, external and internal demands referred to as stressors. Wiggins (1988)