Abstract

Education is very important source of knowledge in today’s world. A good education system in place and its benefits and success entirely depends on the quality of the faculties. The education is the root of the progress of any country than faculties are the root of education. It is important that the faculties must have contentment or sense of fulfillment with their job. This is the utmost essential factor in the area of higher education. Several studies have examined from developing countries on Job satisfaction of faculties in Management education. Management education is having more demand in today’s competition. Management education is become a big shot in business world. In India management education is given by many management institutions / B-Schools. Faculties those are teaching management concepts, cases to the students are the major stakeholder of industry. Every institute is trying to satisfy their stakeholders.

Job satisfaction can be defined as the encouraging emotive feeling arising from getting what someone is expecting out of. Contentment about the job represents a combination of negative and positive feeling towards their work. It is generally seen that the positive feeling lead to job satisfaction while the negative feeling leads to job dissatisfaction. High level of Job satisfaction shows good emotional and mental state of faculties. If the faculties are not contended with their work profile it is possible that they will not put more efforts in giving their performance which is directly affect the education system and students of the nation. Highly satisfied faculty will be more innovative and proactive to learning. Quality of learning is only enhanced if the faculties are satisfied with their work profile. Getting or feeling happy about the job is very much essential aspect to achieve quality education. It is also increase the organization productivity. It is directly affect the enrolment of new students. Thus it is very essential to be aware of the important motivational aspects that improve and impact extent of Job satisfaction of the faculties. It has been also found that motivation is the method that stimulates, boosts, guides, and maintains conduct and implementation.
The purpose of this study is to identify the influential factors that are responsible for performance & job satisfaction of the B school faculty members in Pune region. It is also attempted to measure effect of these factors on work happiness levels amongst B school faculty members in Pune region.

Generally, these factors may be categorized into two categories viz. Individual or person specific factors and Institution or organization specific factors. These can be in the form of promotions, rewards, etc.