1. **ABSTRACT**

**RESEARCH THEME**

Academicians who are utilized as educating experts in B-Schools have the authority of encouraging students to develop in stature and personality and prepare them to shoulder the authority of the corporate world. This requests that they give out their best and moreover, the Institutions where they are employed want the best from them. The academicians on their part want a helpful work environment which in addition to everything else expedites *job satisfaction, empowerment and involvement*. The employing Institutions (B-Schools) may as well view these as fundamental components for building *employee loyalty*. Subsequently the theme picked for the study is:

“A Study on Relationship and Effects of Teacher Satisfaction, Involvement and Empowerment in Selected B-Schools”.

Likewise the content of the research project has been intended to address these viewpoints contained in the title.

**CONTENT**

*Job Satisfaction*

The ordinarily held supposition is that "A fulfilled laborer is a gainful specialist ". A fulfilled work force will make a satisfying environment inside the organisation to perform well. Therefore job satisfaction changes into a nexus region of exploration in B-Schools. Consequently the necessity to research why employees stay or leave the conglomeration

Then again B-Schools may as well grasp the necessities of the teaching faculty to carry out their
best. They might as well take proper measures to guarantee Job satisfaction...

*The study examines the perception of B-School teachers in this respect.*

**Empowerment**

Employee empowerment may be influenced by the view that the organization contemplates its employees' well-being and that their work is esteemed. Empowering teachers may extend job satisfaction. Empowerment impact job satisfaction around workers. Institutions (B-Schools) may as well make work forms and structures: in such a way, to the point that the teachers feel empowered... Notwithstanding, genuine empowerment might be felt just in the event that it is regulated whatsoever the levels in the hierarchy.

*The study examines the perception of B-School teachers in this respect.*

**Involvement**

Employees with elevated amounts of job involvement may benefit organizations in light of the way that when people submerge themselves in work, their inspiration may intensify, which might positively impact their job performance. Work is a focal point part of their Personal characters. Faculty members may as well have high job involvement; they need to get significantly drawn into and distracted with their work and recognize about work-recognized issues in reality, when not gathering desires.

People with large amounts of job involvement tend to be satisfied with their jobs and very committed to their careers, professions, and employing organizations. They sometimes contemplate updating head honchos and normally accept that their individual objectives and the organization's objectives are decently matched.

Job involvement is a remarkably individual state. It may be progressively noted about how individuals relate to their present jobs and less about their companionships with their employers.
The study examines the perception of B-School teachers in this respect.

Employee loyalty
Employee loyalty could be best portrayed observing a technique, where certain demeanor give rising to certain behaviors (expected or real). Finding and retaining the best employees is each company's challenge. The variables of loyalty are career development, motivation, bonding, job security, leadership, and commitment.

The study examines the perception of B-School teachers in this respect.

WHY THE STUDY WAS CONDUCTED
This study was taken up with the purpose of

- Identifying the factors influencing the job satisfaction of a teacher giving weight age on the support of their essentialness.
- To know how far the job satisfaction of the teachers impact their attitude and its force.
- To suggest strategic measures for making and administering their job satisfaction.
- To test how the perception of fair treatment from their B-School impacts the job involvement, job satisfaction, and emotional organizational loyalty of teachers.
- To understand the dynamics of teacher’s satisfaction and the resultant outcome; teacher turnover or loyalty to the institution.
- To develop a theoretical outline that investigates the relationships between teachers' intent to leave and job satisfaction.

ANALYSIS
The analysis is on the basis of the results from a comprehensive teacher audit that has been drafted using primary research in the proper execution of interviews/surveys distributed through the procedure of random sampling and secondary research by means of utilizing reference books
from the library, research journals business articles etc. The outcomes from the teacher audit were interpreted in the proper execution of tables and graphs that have been then used for the calculation of the ultimate results though Correlation technique and ANOVA using SPSS.