

# QUALITY OF WORK LIFE AND JOB SATISFACTION OF ACADEMIC PROFESSIONALS: A COMPARATIVE STUDY BETWEEN THE PUBLIC AND PRIVATE UNIVERSITIES IN BANGLADESH.

Nimalathan B<sup>1</sup> and Ather S.M<sup>2</sup>

Academic Professionals are generally salaried (exempt) employees whose positions meet specialized administrative, professional, or technical needs. They perform high-level duties, and frequently have specialized responsibilities in academic, research, or administrative areas. For students and for society a core aspect of higher education is to prepare for future employment. Employability is understood as a process and a product of learning both in higher education and in work life. A number of researchers and theorists have been interested in the meaning of the quality of work life concept and have tried to identify the kinds of factors that determine such an experience at work (Kalra and Ghosh, 1984; Mirvis and Lawler, 1982; Kerce and Booth-Kewley, 1993). Therefore, the present study was designed to explore the difference between academic professionals of public and private universities in Bangladesh with respect to quality of work life (QoWL) and job satisfaction (JS). The study was complied with the help of primary and secondary data. A sampling frame of eleven public and private universities was prepared comprising of three public universities and eight private universities located in Chittagong, Bangladesh. The study revealed that academic professionals of the public universities in Bangladesh were found to have more QoWL than those of the private universities' professionals. In addition, professionals of the public universities in Bangladesh were more satisfied with their jobs than those of the private universities. The study also offered some policy implications for improving the job satisfaction of academic professionals and other employees of universities in Bangladesh and other similar countries.

**Keywords:** Quality of Work Life (QoWL), Job Satisfaction (JS), Academic Professionals.

<sup>1</sup>. Department of Commerce, University of Jaffna.

<sup>2</sup>. Department of Management Studies, University of Chittagong, Bangladesh. <sup>1</sup>

E-mail: bimalathan@yahoo.com