The purpose of this study was to assess job satisfaction of teachers in Charansanitwong School of Business by applying the Minnesota Satisfaction Questionnaire (MSQ). It also investigated the difference in job satisfaction between teachers of different demographic/professional characteristics.

Sixty teachers in Charansanitwong School of Business were asked to respond to the Individual Data Sheet and the Minnesota Satisfaction Questionnaire Short-Form. Demographic/professional data pertained to gender, age, teaching experience, education background, and salary of the teachers. Fifty-four responses were used in the analysis representing a 90% rate of return.

Teachers intrinsic, extrinsic, and general satisfaction levels were compiled by EXPLORE. The relationship between demographic/professional factors and job satisfaction was analyzed by ANOVA and t-test. Statistical significance was accepted
at an Alpha level of \( P < .05 \).

The general satisfaction scores of the respondents resulted in a mean of 3.42 and standard deviation of .63, indicating that the teachers were "neutral satisfied" with their jobs. Compensation ranked the lowest in the hierarchy (\( M = 2.33, SD = .97 \)), and Social Service ranked the highest (\( M = 3.93, SD = .75 \)). Items with the means greater than the average score included Activity, Social Status, Moral Values, Social Values, and Ability-Utilization which are all intrinsic satisfaction. Items with the means below 3.00 included Compensation, Advancement, Authority, and Working Conditions, which are extrinsic, intrinsic, and general satisfaction.

The study revealed that there are no statistical significant differences in job satisfaction between teachers of different demographic/professional factors.

Educational administrators should focus their efforts on improving teachers' job satisfaction and minimize or alleviate the causes of job dissatisfaction. Administrators should provide appropriate goals, performance expectations, work experiences, role modeling, mentoring, feedback, systematic evaluation, recognition, and rewards. Salaries and fringe benefits need to be improved with the increasing cost of living as well as salaries and fringe benefits in other areas.