

## **ABSTRACT**

The universities significantly contribute in the social and economic development of every society. It will not be an exaggeration to claim that it is the backbone of every social system. Effective and efficient system of higher education will successfully generate devoted and committed young men and women to take over the responsibilities to lead society towards general welfare with principle of equal opportunities for all and if the system of university education will be otherwise then it will contribute many evils in the social system.

The effectiveness and efficiency of any university largely depends upon the contribution by its instructors, staff and employees. And their efficiency in turn depends upon job motivation and satisfaction of employees of the universities. This has encouraged the researcher to undertake this research work.

This research studies the source of job motivation and job satisfaction among instructor and employees of Assumption University. This Research Methodology used was the descriptive method, correlation method, and one-way ANOVA method. In this research study, self administered questionnaire was used as a tool for collecting the primary data employing the survey research. There were 356 copies of questionnaires were completed for this comprehensive study by using systematic of non-probability sampling method. The respondent will be convenience sampling that is formed within Assumption University.

According to the objective of this research study, the finding are consist of the first to examine the relationship between job motivation and job satisfaction. The findings showed that there was a positive correlation of job motivation and job satisfaction. Next, to examine difference of instructor, staff, and worker in job motivation. There are differences of these three groups in job motivation. Finally, to examine difference of instructor, staff, and worker in job satisfaction. The findings showed that there are differences of these three groups in job satisfaction.

The results of finding are summarized and concluded. The recommendation based on the results and findings of this research study can be the tool or information to develop and help the organization management or any person whom wants to study on the related research in the future.

