JOBS (IN)SATISFACTION AMONG ACADEMICS IN PORTUGUESE HIGHER EDUCATION INSTITUTIONS

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Abstract

The purpose of this paper is to analyze the findings of a national study on satisfaction of academics, carried out at the Centre for Research on Higher Education Policies (CIPES) and funded by the Portuguese Foundation for Science and Technology (FCT). The paper identifies the dimensions of job satisfaction with which academics are more satisfied and less satisfied. In general the findings shows similar trends noticed in other studies developed in the field. The academic staff is an important constituent group within higher education institutions impacting the quality of the institutions and students’ success. The paper will review the theoretical underpinnings of job satisfaction and motivation of academic staff. Studies on academic job satisfaction and motivation around the world will be examined. The presentation will also offer insights into relationships that impact academic staff job satisfaction and motivation within Portuguese higher education institutions, in the context of the European Higher Education Area (EHEA).