

Job satisfaction of academic and administrative staff of elementary education is very vital because teaching and administration at elementary level is venerated and sensitive job. Job satisfaction has been a question mark and in debate by the researchers since long. It gained much importance due to its significance for the achievement of objectives of any organization.

The purpose of this study was to explore job satisfaction of academic and administrative staff working in the Elementary Education System of Punjab. The respondents for this study were academic and administrative staff taken of two Districts of Punjab i.e. Sahiwal and Rawalpindi. The overall response rate was 88%. Fifty seven Assistant Education Officers, 261 Headmasters, and 522 Teachers responded the questionnaire. Majority of the respondents $n=702$, 83.6% were from the rural area while $n=138$, 16.4% from urban area. Overall response rate of females was more than the male staff. 63% of the whole sample was of more than 40 years of age. Majority of respondents were having master degree. The Minnesota Satisfaction Questionnaire (MSQ) was used to collect data from the respondents. Stratified random sampling technique was used to take the sample from population. After seeking permission for survey from Executive District Officer (Education) Sahiwal and Rawalpindi; the researcher send questionnaire through mail to the respondents. Descriptive and inferential statistics was used to analyze the data. Frequencies and percentages along with mean value of responses were tabulated and calculated. The t-test was applied to know the difference of means and Pearson r value was also calculated.

The findings of study show that as whole respondents were satisfied with their job. However they were not satisfied with three dimensions (out of twenty) of the job i.e., 'advancement', 'Education Policies' and 'compensation'. No significant differences between job satisfaction of academic and administrative staff was found as a whole. However, by parts a significant difference of job satisfaction was found between academic and administrative staff from District Sahiwal. Similarly a significant difference observed between male and female teachers from District Sahiwal.