

The study has aimed to investigate the satisfaction of technical teachers regarding human resource management practices in terms of recruitment and selection, training and development and compensation. The study was descriptive in nature. Cross sectional survey design was used to carry out this study. The multistage sampling technique was used to select the sample of 208 technical teachers from the public and private sector technical institutions of Lahore. The researcher himself developed the research instrument after extensive review of relevant literature. The research instrument consisted of three factors. The instrument was piloted on a small sample of 29 technical teachers. The Cronbach's alpha coefficient of reliability was found as 0.91. The overall final instrument reliability was 0.89.

Mean was used as the statistics and it has found that male teachers were more satisfied with training and development practices than other practices. Whereas, female teachers were satisfied with recruitment and selection practices in technical institutions. Similarly, mean was applied to find which practice of human resource management was being considered most satisfactorily in public and private technical institution of Lahore. Recruitment and selection practices were considered most satisfactorily by the teachers of public institutions. While, the teachers of private technical institutions tended to be satisfied with training and development practices. Overall teachers were not satisfied with compensation practices.

To find out the difference in the human resource management practices used for the technical teachers based on their gender and nature of institution, Independent Sample t-test was applied. There was no significant difference between male and female teachers' satisfaction regarding human resource management practices. Whereas, a significant difference existed between public and private technical teachers' satisfaction regarding human resource management practices.

To find the difference in teachers' satisfaction regarding HRM practices on the basis of their qualification, experience, area of specialization and nature of job, one way ANOVA was applied. Resultantly, no significant difference was found in teachers' satisfaction regarding human resource management practices with respect to earlier stated demographic variables.

Key Words:

Human resource management Practices, Teachers' satisfaction,