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The Impact of Higher Education Institution Culture on Teachers' Job Satisfaction

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Abstract

A community of a higher education institution (HEI) is an important link in ensuring the quality of the entire organisation. The majority of its staff, i.e. teachers in particular, play the key role. It is therefore very important to find out whether teachers are satisfied with their work. In order to clarify the factors affecting job satisfaction of teaching staff, this article analyses the literature that has contributed to the understanding of job satisfaction as a complex construct, which is most influenced by the culture of the HEI. The second part of the article examines the attitudes of teaching staff at the Faculty of Arts and Creative Technologies of Vilniaus Kolegija/ Higher Education Institution (VIKO) towards the impact of HEI culture on their job satisfaction. The interview method and case study analysis were used to interview the teachers. The analysis of the study revealed that the respondents believe the following factors of the culture of VIKO to have an impact on their job satisfaction: participation of teaching staff in the activities of the organisation, mutual cooperation and collegial support, development of competences, working conditions, with an emphasis on the workload and salary, psychological climate, and the importance of the values of the institution.

Keywords: organisational culture, teachers, job satisfaction