

A Survey of Job Satisfaction of Employees at Higher Learning Institutions in Masvingo Province, Zimbabwe

**Takupiwa Nyanga¹, Pilot Mudhovozi², Regis Chireshe^{3*}
and Levison Maunganidze⁴**

¹*Department of Human Resources and Psychology, Great Zimbabwe University, Zimbabwe*

²*Department of Psychology, University of Venda, South Africa*

³*Department of Further Teacher Education, University of South Africa*

⁴*Department of Psychology, Midlands State University, Zimbabwe*

KEYWORDS Employee Morale. Higher Education. Job Satisfaction. Survey. Zimbabwe

ABSTRACT The study investigated job satisfaction among employees of higher education institutions. One hundred and fifty academic and non-academic staff (male=75; female=75; age range: 24 to 54) participated in the study. A group-administered questionnaire was used to collect data. Data was analysed using descriptive statistics. The study found that few (69) employees were satisfied with their jobs. Of these, more female than male and younger than older employees reported that they were satisfied with their jobs. In addition, job satisfaction decreased with a rise in academic qualifications. Further research should investigate the nature and magnitude of the influence of gender, age and educational level on job satisfaction among employees.