

A black and white photograph of a building facade. On the left, there is a brick wall. The main part of the image shows a wooden structure with a large, ornate window. A spherical lamp hangs from a black metal bracket on the right side of the window. The text is overlaid on the image.

Babeş-Bolyai University
The BBU teaching staff and researchers’
job satisfaction, 2023 – 2024
- summary report -

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Methodology

To assess the general job satisfaction of BBU teaching staff and researchers, items from the MOAQ-JSS (*Michigan Organizational Assessment Questionnaire* subscale for *Job Satisfaction*), proposed by Cammann et al. (1983), were adapted. The Likert satisfaction scale was modified to a 6-point scale.

To assess the job satisfaction of BBU teaching staff and researchers with various aspects of their work, a questionnaire adapted from the *Job Satisfaction Survey* (JSS, Spector, 1994) was used, covering the 9 dimensions of work: *satisfaction with remuneration (payment)*, *satisfaction with the activity of the direct supervisor*, *satisfaction with promotion opportunities*, *satisfaction with supplementary (collateral) benefits*, *satisfaction with professional recognition*, *satisfaction with working conditions*, *satisfaction with colleagues*, *satisfaction with the nature of the work*, *satisfaction with communication within the organization*. For this instrument, Spector used a 6-point Likert satisfaction rating scale. In data processing, averages of the scores obtained for each dimension were calculated, and the overall satisfaction score represents the average across the nine dimensions.

The survey was conducted from May 30 to June 15, 2024, through the Question Pro platform.

The target population consists of 585 faculty members and 75 researchers employed at UBB on a permanent contract as of January 1, 2024. A total of 639 questionnaires were completed, representing 38.5% of the target population.

Summary of the results

The average level of general satisfaction (measured on MOAQ-JSS) at the university level was 4.6. The lowest score was given for Satisfaction with research activity (4.1), while the highest was for Satisfaction with working at BBU (5.1), as shown below.

General Satisfaction	Satisfaction with teaching activity	Satisfaction with research activity	Satisfaction with work at the faculty	Satisfaction with work at BBU
4,6	4,9	4,1	5,0	5,1

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In terms of the breakdown of job satisfaction across the dimensions of their activities measured on the JSS scale (with a maximum score of 6), the aspect with the highest level of satisfaction was *professional recognition* (4.8), while the lowest level of satisfaction was related to *promotion opportunities* (2.6).

Payment	Activity of the direct supervisor	Promotion opportunities	Supplementary (collateral) benefits	Professional recognition	Working conditions	Colleagues	Nature of work	Communication	General level of satisfaction
3.8	3.6	2.6	3.5	4.8	3.3	4.1	4.7	3.5	3.8