

Empirical Investigation of Compensation Management on Teachers Performance Using Mediator and Moderator Approach in Private Education System of Lahore-Pakistan

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Abstract

The aim of study is to investigate the effect of compensation management on teacher's performance using mediator variable (employee's satisfaction) and moderator variable (qualification) in the private sector of education in Lahore. Education is an essential element for the development of any nation to sustain in global environment. Teachers can provide Quality education when they are satisfied. Data was obtained from 318 teachers of private colleges and universities of Lahore through structured questionnaire; data was analyzed by using SPSS version 20. Empirical findings of this study reveal that compensation management has significant effect on employee's performance. Mediating variable (job satisfaction) has significant effect on employee's performance. Moderate variable (Qualification) has no significant effect on Compensation Management (CM) and job satisfaction (JS).

Keywords: Compensation Management; Job Satisfaction; Employees Performance; Qualification; Private Education Sector.