

# **The Impact of Employees' Need for Achievement on Their Performance and Job Satisfaction**

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**ABSTRACT.** It is obvious that the outcome of every employee depends on his/her desire to work. The work should match the person, at the same time the person also should match the job. Since aspiration of the employee fails to achieve through the job, he/she will not do his/her best. Due to this nature organizations experience high labour turnover, absenteeism, low efficiency and productivity. There is no doubt productivity enhancement of every sector will have significant impact on economic development of the nation. Therefore this study will help to post war economic development through educational management. Education is the major sector employed large number of human resource among the all government sector as well as private sector organizations. Job satisfaction of school teachers affects not only smooth running of the schools but the entire society also. At the same time teachers are criticized various parties in the society not for their job performance, and for the performance of the students and their discipline.

The main objective of the study is to find out the relationship between need for achievement of the school teachers and their performance and job satisfaction. Data collection for the study was accomplished through Likert scale questionnaire as well as interview with school teachers. The sample covered seventy-five schoolteachers from eight schools. Random sampling was used to select respondents from the population. With the help of SPSS 13.0 package, Pearson's correlation- co-efficient and correlation determinant were calculated. The study found out that there is a positive moderate correlation (0.54) between independent and dependent variables. Further, the study found out that the tendency of searching government jobs for job security and other benefits stick the employees with the job, though the job did not give greater satisfaction. The study recommends the respective authorities to consider the candidates' need for achievement during the selection phase, which was the real determinant of the outcome.

**Key Words:** Need for achievement, Performance, Satisfaction.

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