

MSU Faculty Job Satisfaction: A test of Self-Determination Theory

Background

• According to Self-Determination Theory, when people feel that 3 psychological needs are unmet within a domain (e.g., their job), they are unsatisfied in that domain.

These needs are:

- **Autonomy**: the experience of acting with a sense of choice and volition and fully embracing one's actions.
- **Competence**: the belief that one has the ability to influence and master important outcomes
- **Relatedness**: the experience of having satisfying and supportive social relationships and connections

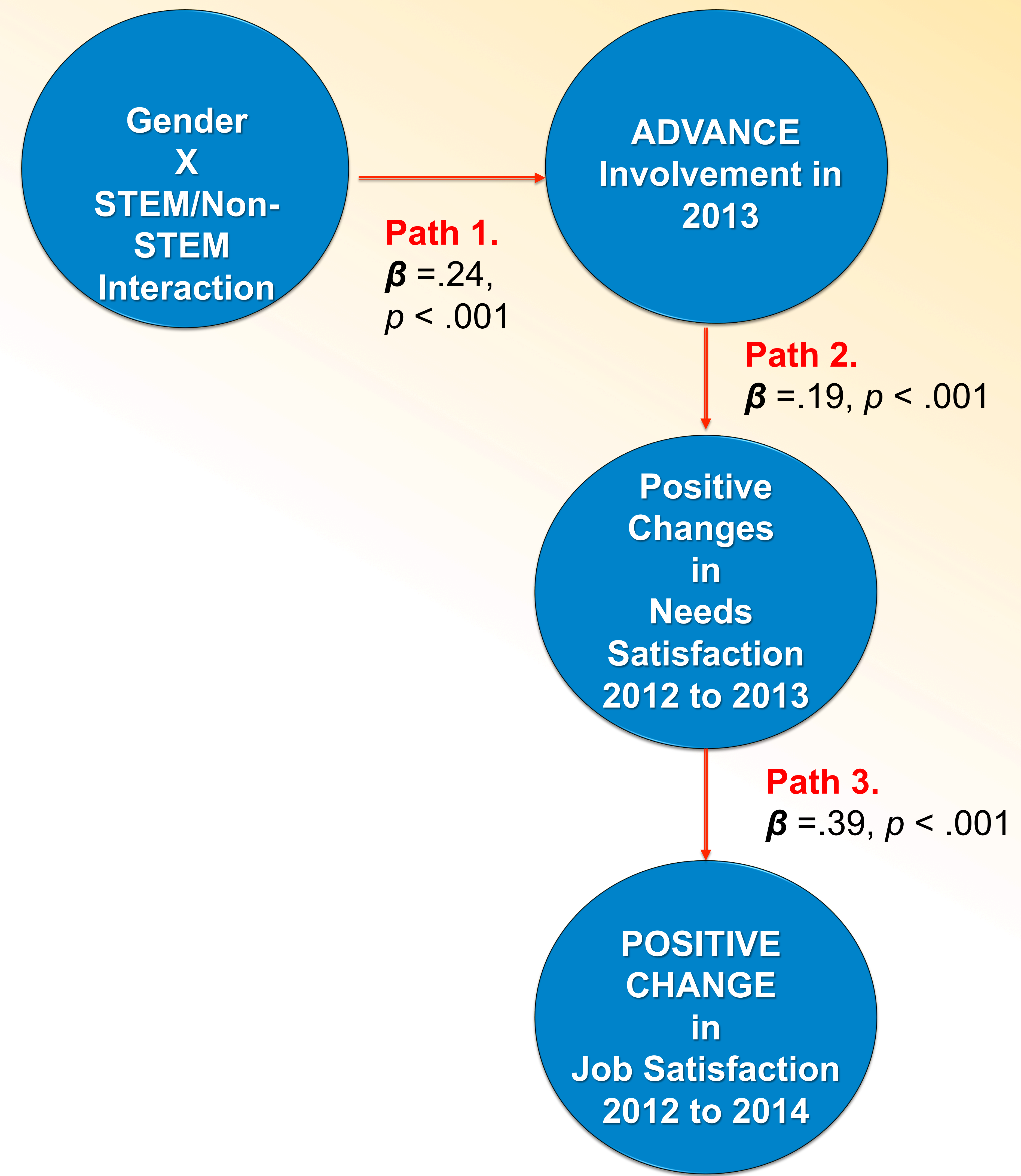
- Women in STEM are particularly unlikely to have these needs met.
- We measured involvement with ADVANCE (2013), changes in needs satisfaction (from baseline 2012 to 2013), and changes in job satisfaction (from 2012 to 2014).
- We conducted a Path Analysis to assess the predicted relationships among these variable.

Hypotheses and Findings

- ADVANCE targets women Faculty in STEM, and that group was more involved with ADVANCE compared to men in STEM and Non-STEM Faculty (see **Path 1.**).
- Regardless of gender and STEM status, however, we predicted that higher involvement with ADVANCE would positively relate to need satisfaction among faculty. This relation was supported (see **Path 2.**).
- Further, we hypothesized that this positive change in needs satisfaction would positively relate to job satisfaction. This relation was supported (see **Path 3.**).

CONCLUSION

- **GET INVOLVED**: Greater involvement with ADVANCE predicts increased Needs Satisfaction, and increased Needs Satisfaction predicts Job Satisfaction!



How can YOU get more faculty involved with ADVANCE?