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Abstract

Utilizing a person?job fit perspective, we examined the job satisfaction and affective commitment of three groups of college faculty (N = 167): full-time faculty, part-time faculty preferring a part-time position (voluntary part-time), and part-time faculty preferring a full-time position (involuntary part-time). Involuntary part-time faculty were least satisfied with salient facets of satisfaction (advancement, compensation, and job security), whereas voluntary part-time faculty and full-time faculty reported similar levels of satisfaction on these facets. No consistent differences in satisfaction by faculty status were found for the majority of the other, less salient facets. The three groups of faculty also reported similar levels of perceived overqualification and affective commitment to the organization. Future directions for research and practice are discussed. (HRK / Abstract übernommen)
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