

The Impact of Job Satisfaction in Academic Job Advertisements in Turkish State Funded Universities, the Case of Ege University

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Abstract: *Academic recruitment is one of the main element works of University Boards. This policy matches the departmental academic staff needs. And also increases internationality recognition of universities with qualified staff. The academic position calls plays a vital role in this process. Advertisement process monitored and organized by University Rectors in State Universities in Turkey. That enables candidates to apply proper positions in Faculties. That in turn improves their job satisfaction in organization. Ege University is one of the biggest and oldest Universities in Turkey located in Izmir. In this study we first explain the academic staff advertisement process in Ege University than explain job satisfaction of applicants according to the findings of our survey. We applied a questionnaire to randomly chosen recently appointed assistant professors in short interviews in order to evaluate their satisfaction after the recruitment as academician in Ege University. The main aim was to see and observe how much they satisfied in post appointment process in their academic life. The main findings ensured that significant number of the sample group has satisfied with academic environment after the recruitment. In this study findings of those questionnaires are clearly explained. That gave us insights about academic staff advertisements and appointments impact on job satisfaction after the recruitment.*

Keywords: *Academic staff advertisement, Ege University.*