www.journaljmbe.com ISSN: 2605-1044 Published by Academia Europea de Dirección y Economía de la Empresa.

This is an open access article under the CC BY-NC license.

The mediating role of job satisfaction at public universities

El papel mediador de la satisfacción laboral en universidades públicas

**ABSTRACT**

The abstract tells prospective readers what you did and what the important findings in your research were. Together with the title, it's the advertisement of your article. Make it interesting and easily understood without reading the whole article. Avoid using jargon, uncommon abbreviations and references. You must be accurate, using the words that convey the precise meaning of your research. The abstract provides a short description of the perspective and purpose of your paper. It gives key results but minimizes experimental details. It is very important to remind that the abstract offers a short description of the interpretation/conclusion in the last sentence. The abstracts must be keep as brief as possible, about 200 words. In an abstract, the two whats are essential: What has been done? (purpose); what are the main findings? For example, rewarding students to enhance autonomous motivation to learn is a heavily debated topic in education studies. This research focus on the smallness of rewards. Results suggest that a small number of bonus points increases persistence in rewarded behavior, as well as persistence and performance on nonrewarded behavior.

**Keywords.**rewards, incentives, self-determination theory, cognitive dissonance, learning motivation

***RESUMEN***

*El resumen explica a los lectores potenciales el objetivo de la investigación, lo que se hizo y cuáles fueron los hallazgos principales más importantes. Junto con el título, debe servir para dar a conocer el trabajo. Debe ser interesante y fácil de entender. Evitar el uso de jerga, abreviaturas poco comunes y referencias. Debe ser preciso, utilizando las palabras que transmiten el significado preciso de la investigación. El resumen proporciona una breve descripción de la perspectiva y el propósito del artículo. Muestra resultados clave, pero minimiza los detalles experimentales. Es muy importante recordar que el resumen ofrece una breve descripción de la interpretación / conclusión en la última oración. Los resúmenes deben ser alrededor de 200 palabras. En un resumen, es esencial responder a: ¿Lo que se ha hecho? (objetivo) y ¿cuáles son los principales hallazgos? Por ejemplo, recompensar a los estudiantes para mejorar la motivación autónoma para aprender es un tema muy debatido en los estudios de educación. Esta investigación se centra en las recompensas pequeñas. Los resultados sugieren que una pequeña cantidad de puntos de bonificación aumenta la persistencia del comportamiento recompensado, así como la persistencia y el rendimiento en el comportamiento no recompensado.*

***Palabras clave.*** *recompensas, incentivos, teoría de la autodeterminación, disonancia cognitiva, motivación del aprendizaje*

INTRODUCTION

The introduction should briefly place the study in a broad context and highlight why it is important. It should define the purpose of the work and its significance. The current state of the research field should be reviewed carefully and key publications cited. Please highlight controversial and diverging hypotheses when necessary. Finally, briefly mention the main aim of the work and highlight the principal conclusions. As far as possible, please keep the introduction comprehensible to scientists outside your particular field of research.

En la Introducción es recomendable responder las siguientes cuestiones: ¿Cuál es el problema a resolver?, ¿Por qué es un tema relevante?; ¿Qué se ha hecho hasta el momento y qué limitaciones existen?; ¿Cuál es el objetivo/s de la investigación? (Espinar, Rodríguez & Martín, 2018; García & Smith, 2017).

LITERATURE REVIEW

Since it might moderate the relationship between job security and turnover intentions, job *turnover intentions of teachers…..*

METHODOLOGY

Materials and Methods should be described with sufficient details to allow others to replicate and build on published results.

RESULTS

Table 1 depicts the educational level of the participants. There were 21 bachelor's teachers, 95 master's degree holders, and 36 Ph.D. degree holders who participated in this online research.

DISCUSSION

Authors should discuss the results and how they can be interpreted in perspective of previous studies and of the working hypotheses. The findings and their implications should be discussed in the broadest context possible. Future research directions and limitations may also be highlighted.

REFERENCES

JMBE follow the style guidelines American Psychological Association (APA).

All references must have been cited in the text.

A French indentation of 0.5 cm will be used.

Please include doi of cited documents.

Examples of reference style

Ebaid, I.E. (2023). Teaching quality attributes from the perspective of undergraduate accounting students in Saudi Arabia: a survey. Journal of Management and Business Education, 6(1), 78-95. <https://doi.org/10.35564/jmbe.2023.0005>

Lestari, E. D.; Rizkalla, N. & Purnamaningsih, P. (2022). The effect of perceived university support, entrepreneurial self-efficacy and proactive personality in promoting student entrepreneurial intention in Indonesia. Journal of Management and Business Education, 5(2), 169-197. https://doi.org/10.35564/jmbe.2022.0011(accessed 30.08.2022).

Wilson. S. (2023). Asynchronous lecturer-supported discussion forum in teaching quantitative methods to business students. Journal of Management and Business Education, 6(2), 122-141. <https://doi.org/10.35564/jmbe.2023.0007>