



IMPACT OF JOB SATISFACTION ON ORGANISATIONAL COMMITMENTS AMONG
SECONDARY SCHOOL TEACHERS IN ENUGU STATE

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ABSTRACT

This paper sheds light on the impact of job satisfaction on organisation commitments among secondary school teachers in Enugu State. The population used for the analysis was 1,462 out of which a sample size of 314 was realized using Taro Yamane Formula at 5% error to tolerance and 95% level of confidence . The main instrument used for data collection was primarily a structured questionnaire and interviews; 314 copies of the questionnaires were distributed and 304 were returned. The descriptive research design was adopted. The hypotheses were tested using Pearson's product moment correlation coefficient and linear regression statistical tools. The findings indicate that there was a significant relationship between job satisfaction and organisational commitment. There was significant impact of promotion on organizational commitment. There was a positive relationship between working environment and organizational commitment. The study concluded that teachers of secondary schools in Enugu state cherish promotion, improvement of salaries, welfare package and conditions of services, however these desires of teachers were far-cry. The study recommends that to ensure job satisfaction and organizational commitment among employees, there should be proactive measures which among others are increased in salary scale, the best teacher of the year, conducive environment and the preparedness on the school administration to beef up the needed job satisfaction.

Keywords: Job Satisfaction, Organisational Commitment and Nigeria.