

The Relationship between Job Satisfaction and Performance of Administrative Staff in South West Nigeria Universities

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ABSTRACT The study investigated the relationship between job satisfaction and performance as well as the relationship between the components of job satisfaction and job performance of administrative staff in South West Nigeria Universities. The research employed a descriptive research of the survey type. The sample consisted of 400 respondents selected from four Universities based on stratified random sampling technique. Two hypotheses were generated and tested at 0.05 level of significance, using Pearson Moment Correlation Coefficient and Correlation Matrix. The result of the analysis showed that there was a very high and significant relationship between job satisfaction and job performance. It was also revealed that there were significant relationships between the components of job satisfaction and job performance. Based on these findings, recommendations were made that since a relationship has been established between job satisfaction and performance, the University management should take cognisance of those variables that promotes job satisfaction, which invariably leads to performance of workers and include such in the University policy. Also the components of job satisfaction should be improved upon so that maximum performance will be got from the workers for the achievement of educational goals.