Title of Article: Organizational climate as a Predictor of Employee Job Satisfaction: Evidence from Covenant University.

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Abstract: The study explore organizational climate as a predictor of employee job satisfaction of academic staff from a private Nigerian University. The study of the antecedents of organizational climate is important because of the role it plays in job satisfaction of employees which in turn affects organizational productivity. The results of the findings showed a significant positive relationship between these two variables. It also serves as eye opener to conduct the research into other zones in Nigeria to see whether their organizational climate in relation to job satisfaction of the academics in those places will differ from what we have in the Southwest, Nigeria. Therefore, aside from confirming a theoretical proposition, the findings of the study have significant practical value.