Title of Article: Effect of Job Satisfaction on job performance of teaching staff in tertiary institutions.

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Abstract Using a survey research with two hypotheses, the paper looks at the effect of job satisfaction on the performance in the university system using Covenant University as the case study. The research was carried out on a randomly selected sample of two hundred and twenty teaching staff from the two colleges in Covenant University, Ota i.e. College of Development Studies and College of Science and Technology. The paper uses remuneration and communication variable to measure Job Satisfaction while teaching effectiveness was used to measure performance. Guttmann Split-half test was used to get the reliability, which was 0.82. Responses were analyzed using regression analysis. The study reveals that there is a significant effect of remuneration on job performance. It also reveals that is a significant effect of communication on job satisfaction. The paper recommends that training and retraining of employees must be kept alive in the school administration system; There must be organization of periodic workshop/seminars where the school policies and goals are constantly entrenched in the staff as this has a way of keeping the staff in line with the variables that affect their job performance and thereafter improve their job satisfaction. Organization must constantly put in place good motivational factors for workers as this will actually affect their performance and also have a multiplier effect on their job satisfaction, among others.

Key words: Relationship, Job Satisfaction, Teaching and Performance.