Title of Article: Optimal Job Satisfaction: Pathway to effective employees’ performance.

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Outlet: Faculty Journal; The social and management scientists; AdekunleAjasin University, Akungba, Ondo State, Nigeria. Vol 4 No.1 pp99-108. Date of Publication: 2010.

Abstract  Job satisfaction describes how contented an individual is with his or her job. The happier people are with their jobs the more satisfied they are said to be. It is seen as the level of satisfaction and fulfillment a person obtains from his/her job. The paper looks at the relationship between job satisfaction and job performance. It reviews different theories associated with job satisfaction and employees’ performance. The paper uses survey method with structured questionnaires that were distributed among the sampled respondents in the three universities. It makes three research hypotheses and based on the nature of the hypotheses, data obtained from the questionnaire were analyzed with the Pearson correlation coefficient and Analysis of Variance. Finding shows that there is high positive relationship between job satisfaction and employees’ performance. The paper makes valuable policy recommendations, which include: (i)The turnover rate of experienced lecturers should be looked into by putting in place better motivational factors in tertiary institutions. (ii) Universities’ administration must constantly ensure that their lecturers are given courses in their areas of competence. (ii) Organization should constantly conduct research in order to find out those things that can help improve job satisfaction. (iii) What is expected in every job must be constantly communicated to the officers concerned, amongst others.

Key words: Optimal, job, satisfaction, Effective, performance.