

## AGE, MARITAL STATUS AND EDUCATIONAL BACKGROUND AS DETERMINANTS OF JOB SATISFACTION: A CASE STUDY OF NIGERIA WORKERS

**Adeoye, Ayodele, O. (PhD)**

Babcock University, Ilishan Remo, Ogun State  
Student Support Services, Counselling Unit

**Akoma, Lucy**

Babcock University, Ilishan Remo, Ogun State  
School of Agricultural and Industrial Training  
Department of Nutrition and Dietetics

&

**Binuyo, Babatunde O.**

Babcock University, Ilishan Remo, Ogun State  
Babcock Business School  
Department of Economics, Banking and Finance

### ABSTRACT

This study examined prevalence of age, marital status and educational background as determinants on job Satisfaction among different workers in Ikenne Local Government, Ogun state, Nigeria. A sample of 400 workers of male and female were randomly selected to participate in the study. The mean age of the participant was 20.5 and a standard deviation of 2.341. The ex-post-facto research design was employed. A 24 item; Job satisfaction was measured by an Instrument developed by Hassan (2002) was adopted. This was used to generate data for the study. All the hypotheses data were tested at 0.05 level of significance and analyzed with the use of Multiple Regression (Enter) and Independent t-test. The results indicated that there is a significant difference between the age, marital status and educational background and Job Satisfaction as  $(F_{3,396}) = 6.499; p < .05$  and a combined contribution of 20.8%. Educational background contributed most with a t-value of 3.618; followed by marital status with t-value of 2.429 and lastly by Age with t-value of .281). Lastly, there is a significant difference between the educational background and job satisfaction. It is seen that  $(t=7.248; df = 398; p < .05)$ . On the basis of this, appropriate recommendations were made.

**Keywords:** Age, Marital Status, Educational Background and Job Satisfaction.