

## JOB SATISFACTION AND EMPLOYEE PRODUCTIVITY IN ANAMBRA STATE NIGERIA

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### ABSTRACT

This study investigated the relationship between job satisfaction and employee productivity in Anambra State University. The study was necessitated by the need for proper management of employees for enhanced productivity geared towards achieving organisational goals. The study thus specifically examined the level of job satisfaction and productivity of the employees and then tested the relationship between job satisfaction and productivity. The study was a survey research design based on a sample of 312 staff of the population of the non-teaching staff of the Anambra State University. The cross sectional survey was conducted between January, 8 2013 and February 11, 2013. A questionnaire was developed on which the respondents indicated their level of agreement based on five-point Likert scales ranging from 1 (“strongly disagree”) to 5 (“strongly agree”). Cronbach’s alpha ( $\alpha$ ) analysis (0.75 for job satisfaction and 0.84 for productivity) test the internal consistency of the variables obtained in the sample showed that the instrument is reliable. Descriptive statistics: Mean standard, frequencies and percentages were used to analyse the demographic characteristics and answer the research questions, while the Freidman’s Chi-square test was used on hypotheses one and two while Spearman’s ranked correlation analysis was adopted to test the hypotheses three. The SPSS version 17 for windows (a computer based statistical programme) was used to run all the analyses for the study. The results showed that the employees of Anambra State University are significantly satisfied from the job they do and are significantly productive. Further results indicated that there is very weak positive but insignificant relationship between job satisfaction and employee productivity in Anambra State University. The study thus concluded that job satisfaction is not a contributor to the employee productivity in the public sector of Nigeria, as the Institutions do not cue their plans towards satisfying the needs of the employees. The study therefore recommended that, among other things, management need to improve the system of communication with their employees; should create a motivating climate to increase productivity and clear reward system to all members of the organisation; since work environment is the key determinant of job satisfaction, emphasis should be on how to improve the work environment, making it more conducive to employees in providing loans and other scheme that uphold and sustain employees’ commitment and dedication to their jobs.

**Keywords:** Job Satisfaction, Employee Productivity, Rewards and Incentives, Motivation.