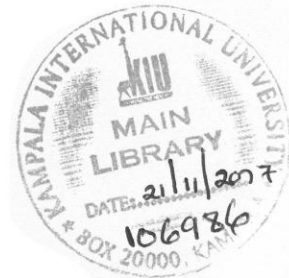


**JOB SATISFACTION AND PRODUCTIVITY OF ACADEMIC STAFF
OF SELECTED TERTIARY INSTITUTIONS IN BAUCHI STATE,
NIGERIA**

BY

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**A RESEARCH DISSERTATION SUBMITTED TO THE COLLEGE OF
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ABSTRACT

The study was on job satisfaction and productivity of academic staff of selected tertiary institutions in Bauchi state, Nigeria. It examines the influence of job satisfaction constructs such as working condition, remuneration and employee relations on productivity of academic staff of selected tertiary institutions. The study was guided by three objectives: (i) To determine the effect of working condition on productivity of academic staff of selected tertiary institutions in Bauchi state, Nigeria. (ii) To determine the effect of remuneration on productivity of academic staff of selected tertiary institutions in Bauchi state, Nigeria. (iii) To determine the effect of employee relations on productivity of academic staff of selected tertiary institutions in Bauchi state, Nigeria. The study was guided by Herzberg's two factor theory. The study adopts descriptive survey design. Population of the study was 1389 and the minimum sample of the study was 315 respondents, selected using systematic random sampling technique and 389 was used as sample size adjusted for response rate. Survey method of data collection was used. Closed ended standardized questionnaire serve as instrument for data collection. Data was analyzed descriptively using mean and standard deviation and inferentially using simple and multiple regression analysis. The findings of the study were based on the objectives: (i) There is a positive significant effect of working condition on productivity of academic staff of selected tertiary institutions in Bauchi state, Nigeria. (ii) There is significant positive effect of remuneration on productivity of academic staff of selected tertiary institutions in Bauchi state, Nigeria. (iii) There is significant positive effect of employee relations on productivity of academic staff of selected tertiary institutions in Bauchi state, Nigeria. The study makes the following conclusions: (i) Working condition is an important factor that predict productivity of academic staff of selected tertiary institutions in Bauchi state, Nigeria. (ii) The study conclude that remuneration is an important factor that predict productivity of academic staff of selected tertiary institutions in Bauchi state, Nigeria. (iii) The study concludes that employee relations is a vital element that predict productivity of academic staff of selected tertiary institutions in Bauchi state, Nigeria. The study recommends that: (i) The institutions should put in adequate resources in providing good and safe working condition that will improve teaching and research of academic staff. (ii) The institutions should build transparent, fair and equitable sustainable remuneration policy based on the value of academic staff. (iii) The study recommend that the institutions should ensure harmonious and effective working relationship between management, supervisors and academic staff. The study would be beneficial to tertiary institutions in Bauchi state and beyond toward improving job satisfaction of academic staff. The information provided by this study will help in solving job dissatisfaction related problems and also assist toward policy formulation.

Keywords: Productivity, Academic Staff, Working Condition, Remuneration, Employee Relations, Regression Analysis, Tertiary institutions Job Satisfaction