

Job Satisfaction and Commitment among Academic Staff of Selected Colleges of Education in Kano and Kaduna States of Nigeria

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Abstract : The problem of the growing disillusionment of College of Education teachers with academic life vis-à-vis their job satisfaction and commitment was investigated in this study with a view to finding out if both their job satisfaction and commitment have suffered, and to find out if there was a relationship between job satisfaction and commitment among these College of Education teachers. Due consideration was also given in the study to the possible effects of demographic variables on attitudes to their job. To carry out a study of job satisfaction and commitment among the College of Education teachers and to explore the relationship between them, research instruments were used for measuring the levels of job satisfaction and commitment among them. A sample of 200 Colleges of Education teachers, comprising 15 Professors, 9 Principal Lecturers, 70 Senior Lecturer and 106 Lecturers was used for the study. Five major hypothesis were tested with regard to the relationship between job satisfaction and commitment among the teachers. The Pearson correlation, the F-ratio, and regression analysis were used for data analysis and hypothesis testing. The result of this investigation suggests that, perhaps the best way to secure the commitment of teachers is to ensure their job satisfaction. Future investigations will further enrich our knowledge about these very important themes.

Keywords : job satisfaction, commitment, academic staff, college of education

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