Job Satisfaction and Motivation as Predictors of Lecturers' Effectiveness in Nigeria Police Academy

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Abstract : Job satisfaction and motivation are considered as major tools in sustaining institutional development, they are also the machinery used to achieve an institutional goals and objectives. However, it has been observed that some institutions failed in motivating and stimulating their workers; in contrast, workers may be motivated but not satisfied with the job and failed to perform efficiently and effectively. It is hoped that the study of this nature would be of significance value to all stakeholders in education specifically, lecturers in higher institutions in Nigeria. Also it significances will enhance lecturers' effectiveness and performance in discharging their duties. It is against this backdrop that, this study investigated whether job satisfaction and motivation predict lecturers' effectiveness in Nigeria Police Academy, Wudil, KanoState. The correlational research method was adopted for the study while purposive sampling technique was used to choose the institution and the sampled lectures (70). Simple random sampling technique was used to select one hundred cadets across the academy. Two instruments were used to elicit information from both lecturers and cadets. These were job satisfaction and motivation; and lecturers' effectiveness Questionnaires. The instruments were subjected to pilot testing and found to have reliability coefficient of 0.69 and 0.71 respectively. The results of the study revealed that there was a significance relationship among job satisfaction, motivation and lecturers effectiveness in Nigeria Police Academy, Job satisfaction had a Beta weight (β) of .125, t = 3.253, p<0.05, Job motivation had a Beta weight (β) of .185, t = 3.849, p<0.05. There was a significance relationship between job satisfaction and lecturers' effectiveness in Nigeria Police Academy the cal r is 0.21 while the crt r is 0.19. at p<0.05 and; there was a significance relationship between job motivation and lecturers effectiveness in Nigeria Police Academy the cal r is 0.20 while the crt r is 0.19 at p<0.05This study therefore concluded that there was a significance relationship among job satisfaction, motivation and lecturers effectiveness in Nigeria Police Academy s,In view of the findings of this study, the paper recommends that lecturers should be more pro-active and more effective in their primary assignment (teaching) in order to make meaningful impacts and inputs in the life of cadets and boost the standard of the academy. In the same vein, it is recommended that management should intensify efforts to improve lecturers' welfares by providing more motivational techniques to enhance more productivity.
Keywords : academy, lecturers effectiveness, motivation, satisfaction