

ORGANIZATIONAL CLIMATE AND ACADEMIC STAFF JOB SATISFACTION FOR FUNCTIONAL DEVELOPMENT IN TERTIARY EDUCATIONAL INSTITUTIONS IN EBONYI STATE SOUTH EAST OF NIGERIA

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ABSTRACT

This study examined how organizational climate affects academic staff job satisfaction in tertiary educational institutions in Ebonyi State of Nigeria. One research question and one null hypothesis guided the study. A survey research design was adopted for the study. Simple random sampling was used to select the population for the study. A questionnaire instrument was used to collect data for the study, while mean score and t-test statistics were used to analysis research question and hypothesis respectively. The analyzed data revealed that academic staff in opened organizational climate had better job satisfaction than those in a closed climate. Thus, it is recommended that open organizational climate should be encouraged in order to enhance staff productivity.

KEYWORDS: Tertiary Educational Institutions, Pritchard and Karasick, Null Hypothesis Guided