

IMPACT OF JOB SATISFACTION ON EMPLOYEES PERFORMANCE: A CASE STUDY OF A REPUTABLE MANUFACTURING COMPANY IN AWE, OYO STATE, NIGERIA

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Abstract

This study examines the impact of job satisfaction on employee's performance, using a reputable manufacturing company in Awe, Oyo state. The study examines the impact of pay on employee's performance; evaluates the impact of a safe working condition on employee's performance and determines the joint effect of pay, safe working condition and promotion on employee's performance. Primary source of data was use. The use of questionnaire was employed to gather necessary and relevant data from the respondents. Questionnaire was used in order to minimize the problems associated with data collection and to ensure that the results are visible and bias free as expected. The data was analyzed using inferential and descriptive statistics. The descriptive statistics involves frequency table, while the hypotheses were tested using regression, multiple regression analysis and Analysis of Variance (ANOVA). The results of the findings show the value of R^2 (0.741) which indicates that pay independently account for 74.1% of the variation in employee performance. The f -statistics of 45.584 shows that the model is statistically significant. It also shows that there is a significant relationship between pay and employee performance. The value of R^2 (0.593) indicates that safe working conditions independently explain 59.3% of the variation in employee performance. The f -statistics of 9.398 shows that the model is statistically significant. It also shows that there is a significant relationship between safe working conditions and employee performance. The value of R^2 (0.866) indicates that pay, safe working conditions and promotion jointly explain 86.6% of the variation in employee performance. The f -statistically of 41.237 shows that the model is statistically significant. This implies that pay, safe working conditions and promotion jointly account for employee performance. From the results of the findings, it can be concluded that there is a significant relationship between pay and employee performance, there is a significant relationship between safe working conditions and employee performance and lastly, pay, safe working conditions and promotion jointly account for employee performance. In other words, there is a significant relationship between job satisfaction and employee performance. It is hereby recommended that organisations must on regular bases review the pay of employees in line with the economic trends, monitor the working conditions, and promote employees based on merits.

Keywords: Job satisfaction; Employees; Performance; Pay; Safe working condition.