

Professional	64	64%
Total	100	100%

Table 6 illustrates that the following:

School Cert Holders = 14%

Professional certificate Holders = 64%

Diploma certificate Holders = 22%

Section B

Table 7. I have clearly defined (quality) goals

Response	Frequency	%
Strongly disagree	57	57%
Disagree	24	24%
Neither disagree nor agree	14	14%
Strongly agree	0%	0%
Agree	5	5%
Total	100	100%

57% of the population strongly disagreed that the civil service, through the relevant ministries and agencies has given them clearly defined goals and objectives to be met, during the course of their jobs. 24% disagreed, while 14% of the population felt indifferent about it- although 5% of the population (all from the private sector) agreed that, they have clearly defined goals.

Table 8. My job gives me a feeling of personal accomplishment

Response	Frequency	%
Strongly disagree	50	50%
Disagree	0	0%
Neither disagree nor agree	0	0%
Strongly agree	50%	50%

The response in Table 8 elicits a mixed feeling of despondent and happiness from the population. This, I believe is due to the fact that happiness and personal accomplishment is relative and therefore can be different with several people.

Table 9. I learn personal growth and development on my job

Response	Frequency	%
Strongly disagree	13	13%
Disagree	50	50%
Neither disagree nor agree	4	4%
Strongly agree	23	23%
Agree	10	10%
Total	100	100%

About 67% of Respondents across board admits, not to have learnt much on the job- while 33% believes they have learnt a thing or two over time.

Table 10. I am adequately rewarded for my efforts

Response	Frequency	%
Strongly disagree	57	57%
Disagree	24	24%
Neither disagree nor agree	4	4%
Strongly agree	10	10%
Agree	5	5%
Total	100	100%

A total number of 57 workers strongly disagreed, to being adequately compensated for their efforts put in the workplace. 24 workers disagreed, while 4 % felt indifferent about it. Another 15% agreed to varying degrees.

Table 11. Do you think you are well paid?

Response	Frequency	%
Strongly disagree	80	80%
Disagree	4	4%
Neither disagree nor agree	0	0%
Strongly agree	0	0%
Agree	16	16%
Total	100	100%

A whopping 84% of the population feels they are underpaid, while 16% of the respondent thinks otherwise. This is due to the fact, that the standard and cost of living is high.

Table 12. Welfare facilities provided by my organisation are satisfactory

Response	Frequency	%
Strongly disagree	47	47%
Disagree	4	4%
Neither disagree nor agree	35	35%
Strongly agree	0	0%
Agree	14	14%
Total	100	100%

54% of the population, although to varying extents- feels that their welfare is not being adequately catered for. 35% felt indifferent about it, while 14% agrees that the welfare packages are top notch.

Table 13. Is training a motivating factor

Response	Frequency	%
Strongly disagree	0	0%
Disagree	44	44%
Neither disagree nor agree	14	14%
Strongly agree	37	37%
Agree	5	5%
Total	100	100%

42% of the respondents see training as a motivating factor. 44% totally disagreed, while 14% admits to feel indifferent about it.

Table 14. Which motivates you most

Response	Frequency	%
Salary/increased minimum wage	77	77%
Promotion	14	14%
Leave	0	0%
Training	7	7%
Recognition/award	2	2%
Total	100	100%

77% sees Salary increment as the best motivation to them. 14% feels Promotion motivates those best, while 7% and 2% sees training and award as the best motivation, respectively.

Table 15. How is the working environment

Response	Frequency	%
Not very conducive	50	50%
Not conducive	24	24%
Indifferent	12	12%
Very conducive	0	0%
Conductive	14	14%
Total	100	100%

74% of the population, to varying extent feels the office environment isn't conducive to them. 12% feels indifferent, while 14% admits that office environment is conducive. This makes up for the huge infrastructural deficit in government offices.

Table 16. Considering everything, how satisfied are you, with your job

Response	Frequency	%
Very dissatisfied	20	20%
Dissatisfied	50	50%
Indifferent	10	10%
Very satisfied	0	0%
Satisfied	20	20%
Total	100	100%

Finally, 70% of the population is *to varying degrees* dissatisfied with their job. 20% feels satisfied, while 10% feels indifferent about it.

Analysis and interpretation of findings

Based on the information gathered from these primary sources, the following observations were made:

An overwhelming number of respondents (70%) agree to be dissatisfied with their job although it does not foreclose the prospect of improving their feelings in the future. This is due to lack of efficient reward system, coupled with high standard of living in the country.

Buttressing the point perhaps is the reason why the Federal Government, thought it wise to increase the National Minimum wage of workers in the country.

Finally, based on the analysis of the results, we can prove beyond all doubts that Organizational productivity is hinged on Job Satisfaction, among other factors.

The research also found the following:

- Majority of those in the Civil service are not satisfied with their Jobs.
- Majority of those in the Civil service thinks they are not adequately rewarded for their efforts.
- Majority of those in the civil service thinks salary increment is the best motivation ever.
- An average Nigerian worker feels the working environment in the civil service is not conducive.
- An average Nigerian worker feels training and personal development can motivate them.
- Most civil servants don't have clearly defined objectives and target to meet.

Conclusion

In conclusion it could be rightly said that general result of this present study does not differ from the acceptable degree of general compliance of similar studies in the past to their purpose upon several generalization.

One can easily conclude that exactly the same result could be expected if similar study is conducted in some selected private 'enterprises in any part of the counties at large.

The useful of questionnaire, direct interview and direct observation as instrument for collection of data for the study was effective and suitable. The questionnaire was directed to one respondent and collected in the same manner to enable me, analyze the data

Finally, one can readily say from findings that there was advance effect of job satisfaction in organizational productivity.

Recommendation

The study is concluded to investigate how government can help improve reform and reposition the Civil service in Nigeria, towards delivering efficient and effective service, by enhancing and boosting the job satisfaction level of its employees.

In view of finding, I made the following recommendation to improve a lot of workers in the economy.

- The Office of the Head of Civil Service of the Federation should lay more emphasis on workers welfare such as designing training programmes, provision of social amenities like staff quarters, and other fringe benefits in the company,
- The Office of the Head of Civil Service of the Federation should see promotion and salary policy as very vital organizational tools, because they are triggers that can stimulate employees to work hard.
- The Office of the Head of Civil Service of the Federation should work out appropriate modalities for recognizing and rewarding deserving employees.
- Finally, The Office of the Head of Civil Service of the Federation should imbibe best world practices to further improve the condition of service and other work place conditions.

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