

AGE, MARITAL STATUS AND EDUCATIONAL BACKGROUND AS DETERMINANTS OF JOB SATISFACTION: A CASE STUDY OF NIGERIA WORKERS

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ABSTRACT

This study examined prevalence of age, marital status and educational background as determinants on job Satisfaction among different workers in Ikenne Local Government, Ogun state, Nigeria. A sample of 400 workers of male and female were randomly selected to participate in the study. The mean age of the participant was 20.5 and a standard deviation of 2.341. The ex-post-facto research design was employed. A 24 item; Job satisfaction was measured by an Instrument developed by Hassan (2002) was adopted. This was used to generate data for the study. All the hypotheses data were tested at 0.05 level of significance and analyzed with the use of Multiple Regression (Enter) and Independent t-test. The results indicated that there is a significant difference between the age, marital status and educational background and Job Satisfaction as $(F_{3,396}) = 6.499; p < .05$ and a combined contribution of 20.8%. Educational background contributed most with a t-value of 3.618; followed by marital status with t-value of 2.429 and lastly by Age with t-value of .281. Lastly, there is a significant difference between the educational background and job satisfaction. It is seen that $(t=7.248; df = 398; p < .05)$. On the basis of this, appropriate recommendations were made.

Keywords: Age, Marital Status, Educational Background and Job Satisfaction.

INTRODUCTION

Job satisfaction has been widely studied over the years. Some of the literature dated as early as the 1930s and had been cited in many published works (Brayfield & Rothe, 1951; Hoppock, 1935). French (1982) and Tziner & Vardi (1984) define job satisfaction as an affective response or reaction to a wide range of conditions or aspects of one's work such as pay, supervision, working conditions, and the work itself. Others define it as an affective orientation towards anticipated outcome (Wanous & Lawler, 1972) or a statement to describe the feelings of employees about their work (Arches, 1991). This statement expresses the gap between what individuals feel they should receive from their work and what they derive from the actual situation. A sense of satisfaction or its absence is, thus, an individual's subjective, emotional reaction to his or her work (Abu-Bader, 1998).

The job satisfaction of employees in any organization, as Conley, Bacharach & Bauer (1989) have indicated, is regarded as a main component of the work environment and one of the main factors determining organizational climate. In addition, Hoy & Misked (1987) stated that job satisfaction is viewed as a decisive factor as to the general efficiency of an organization. It is known that research into job satisfaction started in the field of industry and business administration, with a special emphasis being laid on the working classes. Furthermore, Bacharach & Mitchell (1983) expressed that within the educational context the importance of the reality of teachers and their attitudes towards their jobs came at the cost of studying the importance of the reality of other employees in the educational context, such as head teachers and supervisors.

Job satisfaction is regarded as a very important issue within the organization. It has been agreed that job satisfaction can be categorised according to dimensions of work as well as un-dimensional or general (Scott, Cox & Dirham, 1999). The determination of job satisfaction dimensions has the benefit of being more focussed on aspects of work that might lead to satisfaction or dissatisfaction. Given that many studies have been carried out within developed countries, they can be used to identify the dimensions of job satisfaction among employees. With regards to the context of the Arab world, the dimensions of job satisfaction have been identified through studies by Alomari (1992) and Yaseen (1990), who adopted well known job satisfaction measurements like the Minnesota Satisfaction Questionnaire (M.S.Q) and the Job Descriptive Index (J.D.I). Alroyali (2002) determined the dimensions of job satisfaction to include six dimensions; namely, working conditions, relationships with educational administration, relationships with colleagues, social status, salary and advancement. In addition, the study of Team (1999) includes another two dimensions; namely, work stability and educational supervision. The study of Alarami (1998) approached the issue of the dimensions of job satisfaction from a different angle by including workload, promotion, financial reward, work challenges, work relationships, authority, and adequacy of resources. Over the last decade, many studies in the Arab countries have attempted to identify factors affecting the job satisfaction of workers. According to most of these studies, job satisfaction and dissatisfaction among workers is clearly related to a number of different aspects. The main factors that have been found to contribute to job satisfaction among workers are work conditions, supervision and relationships. Additional factors include achievement, societal recognition and collaboration among co-workers (Yaseen, 1999; Alomari, 1992; Alarami, 1998; Team, 1999; Alagbari, 2002; Aloanazi, 2002; Alroyali, 2002). According to the same studies, factors contributing to job dissatisfaction included salary, financial reward and promotion.

Clark's (1997) seminal study of gender differences in levels of job satisfaction in Britain found females to have greater levels of satisfaction compared to males, despite being in jobs with lower earnings and promotion opportunities compared to males. He posits that this is due to females having lower expectations at work due to "the poorer position in the labour market that women have held in the past". Clark suggests that women's higher levels of job satisfaction could be transitory as employment opportunities for women and men converge. Clark also investigated female self-selection into employment to see if only 'happier' females entered the workforce but found no evidence of sample selection bias. Collected studies highlighted that age, gender and marital status influenced job satisfaction development for general practitioner but were very controversial on how and whom they influenced. Studies conducted by Winefield, Anstey & Cooper (1989) and Rout & Faragher (1991) demonstrated that the outcomes of job satisfaction have higher impact for females than for males. Demands of job, patients expectations, interference with family life, constant interruptions at work and

home are the most important sources of job satisfaction for females (Wilhelmsson , Foldevi, Akerlind &Faresjo,2002).

The purpose of this study is, therefore, to build up on previous empirical research on job satisfaction, especially the impact of *age*, marital Status and educational background on Job Satisfaction especially in a developing economy like Nigeria.Also, to established their combined and individual contribution to job satisfaction.Hence the following hypotheses were tested:

1. There is no significant combined contribution of age, marital status and educational background and Job Satisfaction.
2. There is no significant relative contribution of each of the independent variables (age ,marital status and educational background) on dependent variable (Job Satisfaction).
3. There is no significant difference between the low education background and higher education background and job satisfaction.

METHODOLOGY

Design

The study adopted a descriptive survey design of ex-post facto type. This is so because the researcher is only interested in determining the influence of the predictor variables on the criterion variables.

Sample techniques

The population for this study comprises of different categories of workers from both public and private organization with age range from 15 – 61years, chosen from Ikenne local government in Ogun State,Nigeria. A sample of 400 workers comprises of male and female was randomly selected. Each of the participants in the sample is either a Muslim or a Christian. The mean age of the respondent was 41.2 while the standard deviation was 3.291.

Instruments

Job satisfaction was measured by an Instrument developed by Hassan (2002). This scale is a 24 items scale that assesses job satisfaction based on personal disposition. The scale has been used in previous studies and yielded internal consistencies between alpha .75 and .90.The scale is very reliable and has been proved valid and reliable in several studies. Example of items on the scale includes “My job is very interesting enough to keep me from getting bored, I consider my job rather unpleasant”, “I like my job better than the average worker does” “My job provides varieties for me”. The scale was measure on a 4 point Likert scaling model with options ranging from 4 = Strongly Agree, 3 = Agree, 2 = Disagree, 1 = Strongly Disagree.

Procedure

The questionnaires were administered personally by the researchers. It was made clear to them on the instrument that their response would be treated with utmost confidentiality and the exercise was for research purpose.

Data analysis

The data collected were analyzed using multiple regressions and Independent t-test. The hypotheses were tested at 0.05 level of significance and the results are presented below.

RESULTS

H₀₁: - There is no significant combined contribution of age, marital status and educational background and Job Satisfaction.

Table 1: - Multiple regression table of independent variable on age, marital status and educational background and Job Satisfaction.

$R = .447^a$ $R^2 = .212$ Adjusted $R^2 = .208$ Standard error of estimate = 4.06871 ANOVA ^b					
Model	Sum of square	Df	Mean Square	F	Significant
Regression	760.074	3	253.358	6.499	.003 ^a
Residual	15437.664	396	38.984		
Total	16197.738	399			

- (a) Predictors: {constant} Age, Marital status and Educational background
(b) Dependent variable: Job Satisfaction

Result indicated that age, marital status and educational background taken together account for 20.8% variation in job satisfaction. { $R=.447$; $R^2 = .212$; Adjusted $R^2 = .208$ }. However, this percentage is not so high and significant. This is reflected in F-ratio F at { $F_{3,396}$ } = 6.499 which implies that these three independent variables are important predictors of job satisfaction.

H₀₂: - There is no significant relative contribution of each of the independent variables (age, marital status and educational background) on dependent variable (Job Satisfaction)

Table 2: Summary of individual contribution of the predictors and criterion variable.

Model	Unstandardized Co-efficient		Standardized Co-efficient	t	Significant	Remark
	B	Std. Error	β			
Age	.892	1.169	0.054	.281	.780	. *

Marital status	10.879	4.479	0.454	2.429	.021	*
Educational background	12.345	6.792	0.504	3.618	.008	

*Significant { $p < 0.05$ }

Data analysis revealed that the three independent variables on Job Satisfaction are significant except Age grouping. Therefore, marital status and educational background contribute significantly to Job Satisfaction. However, educational background contributed most with a ($\beta=.504$; $t=3.681$; $p<.05$) followed by marital status with ($\beta=.454$; $t=2.429$; $p<.05$) and lastly by age with ($\beta=.054$; $t=.281$; $p>.05$).

H₀₃: There is no significant difference between the low education background and higher education background and job satisfaction.

Table 1: Showing the Mean, Standard deviation and Independent t- test of Educational background on Job Satisfaction

Level	N	Mean	Standard Deviation	t	df	significant
<HND/B.SC	202	66.9259	9.35178	7.348	398	.000.
Postgraduate	98	61.3333	6.4221			

df = 398; t_{cri} = 1.960

The result in table 3 showed the Mean, Standard deviation and Independent t- test of educational background on Job Satisfaction. A significant difference was observed between low education background and higher education background and job satisfaction. The low education background differ significantly from the postgraduate degree holders ($t\text{-cal} = 7.348 > t\text{-cri} = 1.960$; $df = 398$; $p < 0.5$). Hence the null hypothesis of no significant difference is hereby rejected and the alternate is accepted.

DISCUSSION

The result of the first research hypothesis revealed combined contribution of marital status, education background and age as predictors to job satisfaction. Moreover the combination of these three independent variables shows a significant difference with the job satisfaction. The result of this study laid credence to the earlier findings of that job satisfaction is influence by these variables (Alonazi,2000;Clark,1997). The result showed that 20.8% of job satisfactions experienced by workers are accounted for by these three independent variables. The F-ratio of 6.499 is high enough to establish that the result does not happen by chance.

The second hypothesis of individual contribution the result is surprising to the researcher in that marital status and educational attainment contributes more significantly than the age . However educational status was found to the best predictor of job satisfaction. Education attainment has been established by researcher to be a determinant to job satisfaction

(Wanous & Lawler, 1972; Omeonu, Oyinloye & Tayo, 2005). This is a view that Nigerians lay more emphasis on certificate other than what someone might produce. It is also an established fact that with high degree certificate, one can get a good and satisfying job other than the menial jobs in which lower certificates people are always drafted to.

Marital status was found to be the second predictor in relation to the research. This might be as a result of different jobs. For example there are some jobs like banking industry in which the jobs expectation are stressful and demanding. Married person that found himself/herself in such might not enjoy it so well as a result of home assignment. Also, if the home front is not balance, it might be a predictor of not satisfying with one job. Thus, the single that got a well paid job will experience satisfaction than married because of lesser demand at home.

Age was seen to be a bad predictors of job satisfaction as the Beta value of .054 and t-value of .281 was found not to be significant at an alpha level of .05. This mean one has to look for the personality other than the age.

Hypothesis 3 of no significant difference between educational attainment and job satisfaction was discarded. There is a significant difference. This is in support of the second hypothesis that shows a significant contribution between, job satisfaction and educational attainment. Those with high certificates are likely to find a good and satisfying job than those of lower certificates. This had been established by (Hoy & Musker, 1987).

CONCLUSION

Taken together, the result demonstrates that marital status, age and educational attainment are predictors of job satisfaction. But it is seen that both marital status and educational attainment are best predictors while age is a bad predictor of job satisfaction.

RECOMMENDATION

In view of the discussion of findings of this study and subsequently conclusion, it is imperative to make some suggestions for consideration:

The employee of labour must critically consider the job type in relation to the marital status of employer in order to have a maximum output. Also, in view of the fact that educational status is positively related to job satisfaction, individual is implored to acquire the needed training so as to derive better satisfaction in his/her job.

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