

Job Satisfaction and Productivity of Lecturers in
Uganda Christian University, Mukono

By

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2008/ HD04/13842U

Dissertation Submitted to the Graduate School in Partial Fulfillment of the Requirements for
the Award of the Degree of Masters of Educational Management and
Administration of Makerere University,
Kampala, Uganda

2011

Abstract

The study sought to establish the relationship between job satisfaction and productivity of lecturers in Uganda Christian University, Mukono. The study was guided by three objectives relating work environment, perception of institutional policies, social factors respectively and productivity of lecturers. The study adopted a cross sectional survey and correlational design in nature. The study used mainly quantitative approach but with some qualitative aspects. Ninety four lecturers constituted the sample of the study. The researcher used self administered questionnaire which was mainly quantitative but with some qualitative aspects. Data analysis was based on percents and other descriptive statistics such as means and standard deviations. Pearson's correlation coefficient was used to correlate concepts of job satisfaction with productivity of lecturers.

The results revealed that there was no significant relationship between work environment and productivity of lecturers; a high positive significant relationship between perception of institutional policies and productivity of lecturers; and a positive significant relationship between social factors and productivity of lecturers. The conclusions; were that work environment was not significantly related to productivity of lecturers where as perception of institutional policies was highly positively related to productivity of lecturers and that social factors were positively related to productivity of lecturers. Recommendations made included; Other than work environment, the University should prioritize other factors such as qualification, experience remuneration and training that affect productivity of lecturers. The University should embrace favourable and flexible institutional policies that balance institutional needs and individual needs to enhance productivity of lecturers. The University should strengthen social factors among employees in order to increase productivity of lecturers.