



Impact of Job Satisfaction on Personnel Organisational Commitment of a Nigerian Federal Agency

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ABSTRACT

Background: The relationship between job satisfaction and organisational commitment has long been a key research area. Job satisfaction, shaped by factors like work environment, pay, and workplace relationships, influences employee performance and motivation. However, the exact impact of job satisfaction on organisational commitment remains unclear.

Objective: This study explores the link between the two within a Nigerian Federal Agency (name withheld), aiming to provide insights that can help improve employee retention and performance.

Method: A quantitative methodology was employed; utilising questionnaire distributed to 307 employees of the Agency. The data collected was analyzed using the Statistical Package for the Social Sciences (SPSS). Simple percentage, tables, chi-square and regression analyses were used. The hypothesis was tested using the regression analysis. Pearson Product Moment Correlation confirmed the instrument's validity with the coefficient value between the questions or statements equal to or greater than 0.01 ($r \geq 0.01$). Reliability was further tested using the Spearman-Brown formula with Cronbach's alpha value equal to or greater than 0.60, confirming the consistency of job satisfaction variables.

Result: The findings indicate a moderately high overall job satisfaction level with most employees being happy and satisfied with some variables such as the safety and security (mean score=3.92) within the organisation, availability of necessary tools to carry out tasks (mean score=3.46) and skills necessary for the completion of tasks (mean score=3.67). Most employees were dissatisfied with the health support system (mean score=2.02), autonomy to take decisions (mean score=2.38). However, the results demonstrated a significant positive relationship between job satisfaction and organisational commitment, with a coefficient of determination (R^2) of 0.839, indicating that 83.9% of the variation in organisational commitment is explained by job satisfaction. Furthermore, linear regression and simultaneous hypothesis testing (F-test)



confirmed that job satisfaction has a significant impact on organisational commitment, with a significant value of $p < 0.05$.

Conclusion: The results demonstrate a significant positive relationship between job satisfaction and organisational commitment, emphasizing that employees with higher job satisfaction levels exhibit stronger commitment to the organization. The study highlights the importance of job satisfaction in fostering organisational commitment and provides insights into improving employee commitment and motivation in organizations.

Unique Contribution:

This study uniquely examines the relationship between job satisfaction and organisational commitment within a Nigerian federal agency—a context rarely explored in existing literature. It reveals that job satisfaction significantly predicts organisational commitment, accounting for 83.9% of its variation, thereby providing strong empirical evidence of their connection in the public sector.

Key Recommendation:

The study recommends improving health support systems and increasing employee autonomy in decision-making, as these areas showed the lowest satisfaction scores. Addressing these gaps can enhance job satisfaction and, consequently, strengthen organisational commitment.

Keywords: Job Satisfaction, Organisational Commitment, Federal Agency, Personnel, Employee

INTRODUCTION

The Nigerian federal agencies play a crucial role in implementing government policies and programmes, providing essential services to citizens, and promoting national development. However, the effectiveness of these agencies is heavily dependent on the performance and commitment of their personnel.

Job satisfaction and organisational commitment are two critical factors that influence employee performance and overall organizational success. Job satisfaction refers to the positive emotional state resulting from the appraisal of one's job or job experiences [1]. Organisational commitment, on the other hand, is the psychological attachment and loyalty of employees to their organization [2].

Studies have consistently shown that job satisfaction is a strong predictor of organisational commitment [3,4]. When employees are satisfied with their jobs, they are more likely to develop a strong sense of commitment to their organisation, which in turn can lead to improved job performance, reduced turnover, and enhanced organisational effectiveness.

Despite the importance of job satisfaction and organisational commitment, there is a dearth of empirical research on these constructs within the context of Nigerian federal government agencies. Existing studies have largely concentrated on the private sector [5] or state-level institutions and enterprises [6], thereby leaving a significant knowledge gap regarding how these factors operate within federal public service environments.



The aim of this study was therefore to investigate the impact of job satisfaction on organisational commitment among personnel of a select Nigerian federal agency. The findings of this study will contribute to the existing body of knowledge on job satisfaction and organisational commitment, while also providing valuable insights for policymakers, managers, and human resource practitioners in Nigerian federal agencies.

Research Hypotheses

H_A: Job satisfaction influences personnel organisational commitment of the Nigerian Federal Agency

LITERATURE REVIEW

Organisational Commitment

In recent years, researchers have shown growing interest in exploring the concept of organisational commitment. Organisational commitment, as initially defined by [7], refers to an employee's inclination to exert considerable effort for the benefit of the organization, their desire to remain within it for an extended period, and their acceptance of its core objectives and values. Greenberg and Baron (2000) [8], which later revised this definition, emphasized that organisational commitment reflects the extent to which employees identify with their organization, influencing both their level of dedication and their likelihood of considering leaving. Organisational commitment could also denote the psychological bond an individual forms with their workplace, including their loyalty, alignment with organisational objectives, and willingness to invest effort in the organization's achievements.

According to Allen and Meyer (1990) [9] organisational commitment was defined as a concept that has three distinct components, viz: Affective commitment, Continuance commitment and Normative commitment. Affective commitment is the emotional attachment of an employee towards the organization. Continuance commitment refers to the commitment based on the costs that employees associate with leaving the organization. While Normative commitment refers to the obligation feelings of the employees to remain with the organization.

Job Satisfaction (JS)

There are many definitions of job satisfaction from different researchers as early as the 18th century. Few of those definitions were given by Hoppock's (1936) [10], who derived the definition from Smith's postulations (1776) [11] of JS in multidimensional terms as a mix of psychological, physiological, and environmental factors that encourage the employees to be satisfied with their jobs. Another multidimensional concept of definition of JS is the one given by Hackman and Oldman (1979) [12], as the construct of being a cluster of positive and negative dispositions which are acquired and learned through experience, positive or negative attitudes based upon a person's genetic inheritance, an outcome of an individual's construction of his or her workplace reality, experience and mutuality of colleagues and supervisor's



evaluation, and an individual's job characteristics and the extent to which an individual attempts to fit in with these characteristics according to his requirements from a job.

The one-dimensional concept was postulated by Smith, *et al.*, (1969) [13] who described job satisfaction (JS) as “the feelings a worker has about his job”. More extensively, Locke (1976) [1], described JS as “a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences” (p. 1304). However, Spector (1985) [14] postulated that JS is “the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs”. The definitions reflect Herzberg *et al.*'s. (1959) [15], conceptualization of job satisfaction about extrinsic and intrinsic motivators that cause satisfaction and, when absent, contribute to dissatisfaction.

In more contemporary definitions, job satisfaction refers to an individual's emotional response to his or her current job condition [16], while others argued that job satisfaction is the level at which a person finds satisfaction or fulfillment in his work [17]. On the other hand, job satisfaction was described as the result of employee perceptions about how well their work provides things that are considered relevant [18]. Managers can, however, help employees achieve overall job satisfaction, which, with the employees' internal motivation drive, increases performance on the job [16]. While the preceding definitions do not comprise a comprehensive body of JS descriptions, the various formulations that appear in the literature are indicative of the lack of consensus about how to define the concept. The lack of consensus creates difficulties in conceptualizing and measuring the construction [19].

Gibson *et al.* (2012) [20], stated the five dimensions of job satisfaction which include: The work itself which is the degree to which work assignments are considered attractive and provide opportunities to learn and accept responsibility. The Salary is the number of wages received, and the fairness of the payment felt. Another dimension is the Promotion opportunity which is the availability of opportunities to advance or go for trainings and advanced education. Also, the Supervisor with ability to show interest and attention to employees. Finally, the Co-workers' level of friendliness, competency and support.

Theories of Job Satisfaction

Job satisfaction is a crucial aspect of organisational commitment, influencing employee motivation, productivity, and retention. Over the years, scholars have developed various theories to explain job satisfaction, focusing on psychological, social, and organisational factors. Some of the most widely recognized theories include Herzberg's Two-Factor Theory, Maslow's Hierarchy of Needs, the Job Characteristics Model, Expectancy Theory, Equity Theory, the Dispositional Approach, and Self-Determination Theory.

One of the most influential theories is Herzberg's Two-Factor Theory (1959) [15], also known as the Motivation-Hygiene Theory. Herzberg proposed that job satisfaction and dissatisfaction are influenced by two distinct sets of factors. Motivators, such as achievement, recognition, and career advancement, lead



to job satisfaction, while hygiene factors, including salary, job security, and working conditions, prevent dissatisfaction but do not necessarily enhance satisfaction. However, this theory has been criticized for assuming that all employees react similarly to these factors, without considering individual differences [12].

Another well-known framework is Maslow's Hierarchy of Needs (1943) [21], which suggests that individuals seek to fulfill their needs in a specific order, starting with physiological needs such as salary and working conditions, followed by safety, social belonging, esteem, and ultimately, self-actualization. According to this theory, job satisfaction increases as employees progress up the hierarchy. However, critics argue that Maslow's model is too rigid, as individuals may prioritize different needs simultaneously [22]. Maslow's hierarchy of needs is designed as a pyramid to show that fulfilling people's lower levels of needs helps them move up the pyramid. The pyramid starts at the base with physiological needs. Moving up the pyramid, people have safety needs, the need to feel a sense of love and belonging, and esteem needs. The top of the pyramid consists of self-actualization - the last category of needs. An organization can help fulfill its employees' physiological needs by providing facilities like a vending machine or mini kitchen and benefits like health support, salary, and monetary and non-monetary benefits. Once the physiological needs of employees are fulfilled, they seek safety needs from the job. It can be provided by helping them feel safe in the workplace. A secure and positive work environment will help organizations achieve this. A manager's and co-workers' appreciation can help employees feel a sense of love and belonging - the next level in the hierarchy of needs.

Conversely, according to Herzberg's motivation-hygiene theory, motivation and hygiene are the two main factors that drive employee satisfaction. Motivation leads to satisfaction, while hygiene reduces dissatisfaction. Motivators, or satisfiers, improve job satisfaction. Factors that motivate people are performance and achievement, recognition, job status, responsibility, work, personal growth, and advancement opportunities. In the workplace, motivation factors need to be improved. Low salaries, poor working conditions, poor workspace, unhealthy or toxic relationships with the supervisor and colleagues, and low supervision quality at a workplace with high politics and rules can act as dissatisfiers. Unimproved conditions will result in dissatisfied employees.

This study adopts the Herzberg's motivation-hygiene theory to acquire information on whether the employee is satisfied with the organization and how the organization has fulfilled the employee's lower levels of needs (psychological needs) and how that has affected job satisfaction and productivity.

METHODOLOGY

The sample technique used for this study was the cluster and simple random sampling techniques. The researcher made use of cluster sampling technique because members of staff are located at different States' offices of the organization comprising a total of 2,350 staff population. The simple random sampling technique was then used to select a sample of 307 across the cluster. The sample size was determined using Yamane (1973) formula: $n = \frac{N}{1 + Nd^2}$ (Where: n: number of samples; N: population size = 2,350; and d: specified precision or percentage = 95%). Questionnaires were issued to the



respondents, and the responses were interpreted using the following rating scale: Very High/Strongly Agree = 5, High/Neutral Agree = 4, Moderate/Agree = 3, Low/Disagree = 2, and Very Low/Strongly Disagree = 1. Higher scores indicate stronger and higher-quality variables, whereas lower scores reflect weaker variable exchanges.

Validity and Reliability Test of Personnel Job Satisfaction from a Nigerian Federal Agency

The validity test in this study was conducted using the Pearson Product Moment Correlation to assess whether the research instrument was valid. The decision rule for the validity test assumes that if the coefficient value between the questions or statements is equal to or greater than 0.01 ($r \geq 0.01$), the research questionnaire is considered valid. The validity test for job satisfaction included 13 statement items. The results, as presented in Table 1, indicate that the corrected item-total correlation values for job satisfaction variables were greater than the r-table value. Therefore, the questionnaire used for each variable is confirmed to be a valid measurement instrument.

On the other hand, reliability testing was conducted to determine the consistency of the data obtained. This was measured using the Spearman-Brown formula through the SPSS application. The decision rule for the reliability test states that if the Cronbach's alpha value is equal to or greater than 0.60, the research instrument is considered reliable [23]. The reliability test results, as presented in Table 2, confirm that all variables used in this study were reliable.

Table 1: Validity Test of Personnel Job Satisfaction from a Nigerian Federal Agency

Job Satisfaction (JS)	JS Items	Job satisfaction r_{count}
JS1	Do you feel your efforts as leader (follower) is recognized	0.030
JS2	Do you agree that the working conditions are suitable	0.062
JS3	Is the working environment safe and secured	0.110
JS4	Are you given the necessary tools to support your work?	0.860
JS5	Do you find your role in the organization important?	0.068
JS6	Does the organization offer health support to its leaders (followers)?	0.520
JS7	Do you have a work schedule?	0.209
JS8	Do you have skills to undertake the schedule?	0.191
JS9	Do you feel your schedule is important to the actualization of the organization's goals?	0.129
JS10	Do you have the autonomy to make decisions in your department or unit?	0.364
JS11	Do you give feedback?	0.381
JS12	On a scale of 1-5, how excited are you usually to go to work?	0.777
JS13	You're doing a fantastic job! But, are you happy with what you do?	0.109

Source: Field survey, 2023



Table 2: Reliability Test of Personnel Job Satisfaction from a Nigerian Federal Agency

Variable	Cronbach's Alpha	Total item
Job satisfaction	0.616	13

Source: Field survey, 2023

Reliability Test of Organisational Commitment of Personnel from the Selected Federal Agency in Nigeria

The result of the reliability test confirms that the variables used for the organisational commitment was reliable with Cronbach's alpha value greater than 0.6 (See table 3). In addition, the number of personnel willing to continue work at the government agency was 71.60%, out of which different levels of commitment were attached. The highest being the normative commitment (moral and ethical duty) with 48%. However, continuance commitment (commitment due to monetary benefits) recorded the lowest with 15%.

Table 3: Reliability Test of Organisational Commitment of Personnel Job Satisfaction from a Nigerian Federal Agency

Variable	Response	Frequency (%)	Mean (SD)	Reliability test (Cronbach's Alpha)
Do you feel the need to leave the organization	Yes	81(26.40)	1.76 (0.474)	0.645
	No	220(71.60)		
	Undecided	6(2.00)		
If no, what could be your reason?	Emotional attachment (Affective)	68(31.00)	1.96 (0.835)	
	Moral and ethical duty (Normative)	106(48.20)		
	Monetary benefits (Continuance)	33(15.00)		
	Undisclosed	13(5.90)		

Source: Field survey, 2023

RESULTS

Analysis of the Impact of Personnel Job Satisfaction from a Nigerian Federal Agency

There is a general consensus in the federal agency on the safety of the work place (JS3) representing 83% (of “moderate”, “mostly” and “fully”) with 3.92 mean score;



availability of necessary tools to support work (JS4) with over 93% (of “moderate”, “mostly” and “fully”) and a mean score of 3.46; awareness of employee schedules (JS7) with over 95% (of “moderate”, “mostly” and “fully”) and a mean score of 3.32; skills to embark on schedule (JS8) with 90% (of “moderate”, “mostly” and “fully”) and a mean score of 3.67; importance of the schedule in achieving the organisational goals (JS9) with 89% (of “mostly” and “fully”) and a mean score of 3.93; and lastly giving feedback (JS11) with 91% (of mostly and fully) the respondents attested to that and a mean score of 4.42.

On the contrary, most respondents felt that the health support system (JS6) of the agency was not adequate with 64% (of “not at all” and “a little”) and a mean score of 2.02; and about 64% (from “not at all” and “a little”) of respondents feels they do not have autonomy to take decision (JS10) with mean score 2.38. Lastly, 53% (from “not at all” and “a little”) of the respondents are not excited going to work (JS12) and not happy with their jobs (JS13) with the mean score of 2.41 each. This indicates a major dissatisfier of the employees of the federal agency.



Table 4: Impact of Job Satisfaction on Organisational Commitment from Personnel of a Nigerian Federal Agency

Job Satisfaction (JS)	JS Items	Frequency (%)					Mean (SD)
		Not at all 1	A little 2	Moderately 3	Mostly 4	Fully 5	
JS1	Do you feel your efforts as leader (follower) is recognized	5 (3.10)	92 (57.90)	30 (18.90)	20 (12.60)	10 (6.30)	2.60 (0.97)
JS2	Do you agree that the working conditions are suitable	3 (1.90)	20 (12.60)	40 (25.20)	87 (54.70)	7 (4.50)	3.47 (0.84)
JS3	Is the working environment safe and secured	0 (0.00)	7 (4.40)	19 (11.90)	110 (69.20)	21 (13.20)	3.92 (0.65)
JS4	Are you given the necessary tools to support your work?	3 (1.90)	4 (2.50)	67 (42.10)	68 (42.80)	15 (9.4)	3.56 (0.77)
JS5	Do you find your role in the organization important?	0 (0.00)	14 (8.80)	86 (54.10)	31 (19.50)	26 (16.4)	3.43 (0.87)
JS6	Does the organization offer health support to its leaders (followers)?	84 (52)	23 (14.50)	22 (13.80)	18 (11.30)	10 (6.30)	2.02 (1.31)
JS7	Do you have a work schedule?	0 (0.00)	5 (3.10)	116 (73.90)	16 (10.10)	20 (12.60)	3.32 (0.73)
JS8	Do you have skills to undertake the schedule?	0 (0.00)	12 (7.50)	50 (31.40)	72 (45.30)	23 (14.50)	3.67 (0.81)
JS9	Do you feel your schedule is important to the actualization of the organization's goals?	0 (0.00)	3 (1.90)	20 (12.60)	119 (74.80)	15 (9.40)	3.93 (0.54)
JS10	Do you have the autonomy to make decisions in your department or unit?	23 (14.50)	78 (49.10)	34 (21.40)	17 (10.70)	5 (3.10)	2.38 (0.97)
JS11	Do you give feedback?	0 (0.00)	2 (1.30)	9 (5.70)	67 (42.10)	79 (49.70)	4.42 (0.66)
JS12	On a scale of 1-5, how excited are you usually to go to work?	35 (22.00)	50 (31.80)	53 (33.30)	11 (6.90)	8 (5.0)	2.41 (1.06)
JS13	You're doing a fantastic job! But, are you happy with what you do?	35 (22.00)	50 (31.80)	53 (33.30)	11 (6.90)	8 (5.0)	2.41 (1.06)

Source: Field survey, 2023



Test of Hypotheses (Regression Model)

Linear regression was used to test the hypotheses with Significance at 0.05 level. Table 5 shows the results of regression for the employee job satisfaction against the organisational commitment. Based on the results of the analysis of the coefficient of determination, it was observed that the values of the coefficient of determination (R^2) for job satisfaction was 0.839. This implies that the contribution of job satisfaction to organisational commitment was 83.9%, and the remaining 16.1% is explained by other variables not included in this research model.

Table 5: Regression Model Summary for Hypothesis

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate
H _A : Job satisfaction influences personnel of Federal Agency	0.916	0.839	0.832		0.289

Source: Field survey, 2023

Simultaneous Hypothesis Testing (F-Test)

The results of the analysis of simultaneous hypothesis testing (F-test) can be seen in Table 6. The results of statistical tests based on ANOVA calculations show an F-count value of 127.342 for H_A with a significance value of 0.001. However, the significance value of 0.001 is smaller than the alpha level used, which is 5% or 0.05. The results of the test show that job satisfaction has a significant impact on organisational commitment ($p=0.001 < 0.05$).

Based on this simultaneous test, it shows that the variables of job satisfaction have a positive and significant influence on organisational commitment, meaning that the rise and fall of employee performance values are determined by the ups and downs of the independent JS variable in this study. Thus, the proposed H_A hypotheses that job satisfaction has a positive and significant impact on organisational commitment is accepted and the null hypotheses (H₀) is thereby rejected.

Table 6: Simultaneous Hypotheses Testing (F-Test)

Model		Sum of Squares	D.f	Mean Square	F	Sig.
H _A : Job satisfaction influences personnel of Federal Agency	Regression	127.240	12	10.603	127.342	0.001
	Residual	24.480	294	0.083		
	Total	151.720	306			

Source: Field survey, 2023



DISCUSSION

This study has investigated the relationship between organisational commitment and an independent job satisfaction variable of personnel of a Nigerian federal agency. A total of 307 randomly selected responses were gathered and analysed, during the period of the study. A validity test was conducted using the Pearson Product Moment Correlation and was intended to test whether the research instrument used was valid. The internal consistency values (Cronbach's alpha) fall to an acceptable limit of 0.129-0.860 and each variable is declared valid to be used as a variable measuring instrument. This internal consistency was also observed in the study of Ishfaq *et al.*, 2013 [24] who also declared the research instrument to be valid. Reliability testing aims to determine the consistency of the data obtained which was measured using the Spearman-Brown formula. The results confirm that all the job satisfaction variables used for this study are reliable.

The overall mean score for Job satisfaction was 3.43, which was moderately high, and it indicates most personnel at the agency experienced some level of satisfaction. The result of this study supports the findings of Ejigu *et al.* (2023) [25], who examined job satisfaction among community health workers in Ethiopia and reported an overall mean satisfaction score of 2.4 out of 4. This corresponds to a moderately high level of satisfaction, much like the current study's mean score of 3.43 out of 5. Both studies highlight that employees tend to derive satisfaction from elements that provide a sense of purpose, task clarity, and meaningful engagement, such as knowing their roles contribute to organisational goals and having structured work schedules. These findings suggest that psychological factors, such as task significance and role identity, may universally enhance job satisfaction, regardless of national or institutional context.

However, the result contradicts the findings of Lasebikan *et al.* (2020) [26], who reported low job satisfaction among health professionals working in a federal tertiary hospital in Nigeria. In their study, dissatisfaction was primarily linked to poor welfare support, inadequate resources, workload stress, and lack of recognition. This stands in contrast to the moderately high satisfaction observed in this study, where personnel reported positive feelings about their roles and scheduling, despite expressing concern over recognition and health support.

The study demonstrated that job satisfaction has a positive and significant impact on organisational commitment. This statistical outcome suggests that an increase in the job satisfaction variable among employees would have high implications for increasing organisational commitment. The results of this work support the study of Hendri (2019) [27] and Shaikh *et al.* (2019) [28] among others which posited that organisational commitment is related positively to job satisfaction. Hendri (2019) [27] believes that if job satisfaction is high, then the employee will work as well as give a good performance. This study also extends the findings of prior research, demonstrating the impact of job satisfaction on employee performance. Notably, studies by Moynihan *et al.* (2000) [29] and Asj'ari (2009) [30], have previously established this connection. The analysis highlights that the pivotal factor contributing to the formation of job satisfaction is the nature of the work itself, while integrity emerges as a crucial factor influencing employee performance. This implies that employees' satisfaction with their current tasks holds



significant importance, as it can influence their integrity, reflected in their honest adherence to the rules and regulations of the organization.

In contrast, the study by Ogunola (2022) [31] reported a non-significant relationship between job satisfaction and organisational commitment among health workers in selected local government areas in Nigeria, with a correlation coefficient of $r(148) = .316, p > .05$. This finding differs from the current study, which identified a strong and significant positive relationship. The disparity in outcomes may be attributed to several factors, including differences in the nature of the workforce, organisational structure, and working conditions between government health institutions and administrative agencies. Additionally, geographical and socio-economic variations in the sampled regions may influence employees' perceptions of satisfaction and commitment, highlighting the importance of context in interpreting workforce-related behavioral patterns.

The research demonstrated that positive job satisfaction is a variable that positively impacts employee performance. In essence, job satisfaction exerts a meaningful and significant influence on enhancing organisational commitment.

CONCLUSION

Based on the results, the study confirms a significant and positive relationship between job satisfaction and organisational commitment within a Nigerian Federal Agency, with job satisfaction explaining 83.9% of the variance in organisational commitment. The high level of satisfaction with factors such as workplace safety, availability of tools, and possession of necessary skills likely contributed to the strong employee commitment observed. These elements create a stable and enabling work environment, which enhances employees' sense of purpose and loyalty.

Conversely, dissatisfaction with the health support system and limited autonomy in decision-making may explain areas where commitment could be further improved. Poor health support may lead to stress and decreased morale, while lack of autonomy can hinder employees' sense of ownership and engagement. Overall, the results suggest that when employees feel safe, well-equipped, and competent, they are more likely to remain committed to their organisation. Addressing the weaker satisfaction areas could further strengthen organisational commitment and drive performance in the public sector.

Ethical clearance

Ethical consent was sought and obtained from the participants used in this study. They were made to understand that the exercise was purely for academic purposes, and their participation was voluntary.

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Conflict of Interest

The authors declare that the research was conducted in the absence of any commercial or financial relationships that could be construed as a potential conflict of interest.

Authors' Contributions.

Denis Aidelokhai and Timothy Nmadu conceived the study, including the design, Zakari Jibrin collated the data, and handled the analysis and interpretation, while Usman Musa and Abu Idris handled the initial manuscript. All authors have critically reviewed and approved the final draft and are responsible for the content and similarity index of the manuscript.

Availability of data and materials.

The datasets on which conclusions were made for this study are available on reasonable request.

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