

**Influence of Leadership Styles and Motivational Factors on Job Commitment of Public
Secondary School Teachers in Ibadan Metropolis, Oyo State, Nigeria**

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Certification

This is to certify that David Adeshina ADEBIYI, with matriculation number LCU/PG/001334, completed the research project ‘Influence of Leadership Styles and Motivational Factors on Job Commitment of Public Secondary School Teachers in Ibadan Metropolis, Oyo State’ in the Department of Arts and Social Science Education, Faculty of Arts and Education, Lead City University, Ibadan, Nigeria. For the award of Master Degree (ME.d) Educational Management.

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Dedication

This study is dedicated to God Almighty

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Even though the above mentioned institutions and people have assisted in the process of this research work, I alone stand responsible for the errors, if any, found in the work.

Abstract

Despite literature-identified explanations for the problem of secondary school teachers' poor job commitment in Nigeria, researchers seem to have given little attention to the influence of leadership styles and motivation factors. The study investigates the influence of leadership styles and motivation factors on secondary schools teachers' job commitment in Ibadan metropolis, Nigeria. Three questions were raised while two hypotheses were tested. Descriptive design of the survey type was adopted while the population comprised 2,064 public secondary school teachers. Self-developed instrument titled Leadership Style, Motivation Factors, and Job Commitment Questionnaire (LMJCQ) ($r = 0.75$) data were analyzed using descriptive and inferential. Results showed that leadership styles and motivational factors have a significant combined influence on the job commitment of secondary school teachers in Ibadan metropolis, Oyo State ($F = 6151.648$, $p < 0.05$), ($\text{Adj. } R^2 = .974$); there is a significant relative influence of leadership styles and motivational factors on secondary school teachers' job commitment in Ibadan metropolis (strategic leadership ($\text{Beta} = 0.959$, $t = 87.096$, $p < 0.05$), promotion ($\text{Beta} = 0.38$, $t = 5.679$, $p < 0.05$), and remuneration ($\text{Beta} = 0.16$, $t = 2.139$, $p < 0.05$)). It was concluded that the level of job commitment of public secondary school teachers is high in public secondary schools in Ibadan metropolis; there is combined and relative influence of leadership styles and motivational factors on the job commitment of secondary school teachers in Ibadan metropolis. It is recommended that government should ensure that measures are put in place to increase the job commitment of public secondary school teachers and that they are maintained and sustained.

Keywords: Leadership Styles, Motivation Factors, Secondary Schools, Oyo State, Nigeria.

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This is to certify that this thesis by Adeshina David ADEBIYI in the Department of Arts and Social Science Education, Faculty of Arts and Education, Lead City University, Ibadan, Oyo State is in full compliance with the approved University format and style.

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