

**Workload and Job Security of Job Performance of Secondary School Teachers in
Southwest, Nigeria**

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Certification

This is to certify that **Queen Agbamorin EMIKPE** with matriculation number LCU/PG/ completed this Thesis “**Workload, Job Security and Job Performance of Secondary School Teachers in Southwest, Nigeria**” in the Department of Arts and Social Science Education, Faculty of Education, Lead City University, Ibadan, Nigeria for the award of Doctor of Philosophy Degree (PhD) in Educational Management.

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Dedication

This research work is dedicated to God Almighty and to all other people that are striving to attain a post graduate course but do not have the courage to pursue their dreams

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Abstract

Recently, concerns have been raised regarding the quality of job performance among teachers in secondary schools in Southwest Nigeria. Despite its significance, there seems to be limited studies on the on it in the region. This study aimed to investigate the influence of workload and job security on the job performance of secondary school teachers in Southwest Nigeria. The research employed a mixed method research design, which included both quantitative and qualitative approaches. The population consisted of teachers and principals from 2,262 public and 2,318 private secondary schools in Southwest Nigeria. A multistage sampling technique was used. Three self-designed questionnaires and interviews were used for data collection. The results revealed that public secondary school teachers had a high level of job performance in both administrative responsibilities and instructional responsibilities, while private secondary school teachers had a high level of job performance in both categories as well. Test of hypotheses revealed that there is a significant joint influence of workload and job security on teachers' job performance in secondary schools in Southwest, Nigeria. (Adjusted $R^2=0.808$, $F=1601.069$; $p<0.05$). It was also found that working time has the highest relative influence on job performance ($\beta = 1.063$; $t = 36.933$, $p < 0.05$), followed by participation in management ($\beta = 0.494$; $t = 13.403$, $p < 0.05$), job advancement ($\beta = 0.384$; $t = 11.538$, $p < 0.05$), promotion opportunities ($\beta = 0.085$; $t = 1.779$, $p < 0.05$) and remuneration ($\beta = 0.052$; $t = 0.948$, $p < 0.05$) while class size has no significant relative influence ($\beta = 0.059$; $t = 1.385$, $p > 0.05$). It was recommended that there is a need for ongoing professional development opportunities for teachers, clear expectations and guidelines set by the government and school administrators, and an improvement in job security to enhance teacher performance.

Keyword: Workload, Job Security, Job Performance of Secondary School Teachers
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