

**Academic Qualifications and School Organisational Climate as Predictors of Junior
Secondary School Teachers' Job Performance in Ibadan Metropolis, Oyo State**

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Education, Faculty of Education, Lead City University, Ibadan, Oyo State, Nigeria**

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Certification

This is to certify that the research titled '**Academic Qualifications and School Organisational Climate as Predictors of Junior Secondary School Teachers' Job Performance in Ibadan Metropolis, Oyo State**' was carried out by **Goodness Ebunoluwa ODUYALE** with matriculation number **LCU/PG/005231** in the Department of Arts & Social Science Education, Faculty of Education, Lead City University, Ibadan.

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Dedication

This research work is dedicated to Jesus Christ, the giver of life and every good and perfect gift.

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

Abstract

Performance of teachers in secondary schools in Nigeria has been a great concern to educational stakeholders. This is due to the pertinent and sensitive role teachers' play in the attainment of desired educational goals. However, in many Nigerian secondary schools, particularly in Oyo State, concerns have been raised about the declining quality of teaching and the low performance of students in both internal and external examinations. This study therefore investigated Academic Qualifications and School Organisational Climate as Predictors of the Job Performance of Junior Secondary School Teachers in Ibadan Metropolis, Oyo State. The population of the study included 5754 public junior secondary school teachers in the study area. A sample of 574 teachers were selected using proportional and random sampling techniques respectively. AQSOCJSSTJP ($\alpha = 0.874$) was used for data collection. Descriptive statistics of frequency, percentage, mean and standard deviation, were used to answer the research while the hypotheses were tested with the use of inferential statistics of multiple regression analysis at 0.05 level of significance. The level of teachers' job performance is high at 3.27. A multiple regression revealed that the combined influence of academic qualifications and school organisational climate on junior secondary school teachers' job performance in Ibadan Metropolis was statistically significant, ($R = 0.54$, $R^2 = 0.29$, $F_{(2, 565)} = 114.29$, $p < .001$). Similarly, school organisational climate had a stronger and statistically significant influence on teachers' job performance ($\beta = 0.54$, $t = 15.08$, $p < .001$). However, academic qualifications had no significant relative influence on teachers' job performance ($\beta = -0.01$, $t = -0.38$, $p = .702$). It was recommended that the government, school owners and educational stakeholders should enhance the value of academic qualifications through targeted continuous professional development programmes and improve the institutional environment by providing adequately equipped classrooms, laboratories, infrastructural and instructional materials.

Keywords: Academic Qualifications, School Organisational Climate, Teachers' Job Performance, Ibadan Metropolis

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List of Acronyms

Abbreviation	Meaning
NCE	Nigeria Certificate in Education
NSCC	National School Climate Centre
CSCI	Comprehensive School Climate Inventory
CPD	Continuing Professional Development
B.Ed	Bachelor of Education
B.Sc. Ed.	Bachelor of Science Education
B.A. Ed	Bachelor of Arts Education
B.Sc.	Bachelor of Science
B.A.	Bachelor of Arts
B.Eng.	Bachelor of Engineering
B.Agric	Bachelor of Agriculture
B.Tech.	Bachelor of Technology
PGDE	Postgraduate Diploma in Education
M.Ed.	Master of Education
M.Sc.	Master of Science
M.A.	Master of Arts
Ph.D.	Doctor of Philosophy