

**Influence of Motivational Factors and Work Environment on Public Secondary School
Teachers' Job Performance in Ibadan Metropolis, Oyo State**

**Adenike Elizabeth ADEOGUN
LCU/PG/001111**

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

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Certification

This is to certify that Adenike Elizabeth Adeogun with matriculation number LCU/PG/001111 carried out this research work titled “Influence of Motivational Factors and Work Environment on Public Secondary School Teachers’ Job Performance in Ibadan Metropolis, Oyo State” in the Department of Arts and Social Science Education, Faculty of Arts and Education, Lead City University, Ibadan, Oyo State, Nigeria for the award of Master’s Degree (M.Ed.) in Educational Management under my supervision. This has not been previously submitted elsewhere.

Dr. Ukamaka E. Akuche
(Supervisor)

Date

Prof. Senimetu Ileuma
(Head of the Department)

Date

Dedication

This research is dedicated to God Almighty for granting me the grace to complete this work despite all challenges encountered during the period of this programme.

I also dedicate it to my lovely family. My sincere gratitude goes to my beloved husband and children. In addition, this work is dedicated to my parents and siblings for their supports throughout the period of this work.

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

Abstract

Teachers' job performance can be seen as teachers' ability to combine relevant inputs for effective teaching and learning. This study investigated influence of work environment and motivational factors on teachers' job performance in public secondary schools in Ibadan Metropolis of Oyo State. Three research questions were raised and answered, while two hypotheses were formulated and tested to guide the study at 0.05 level of significance. The study used descriptive research design. A sample size of 1629 teachers was utilized for the study. The research instrument for the study was questionnaire titled: Teachers' Motivation, Work Environment, and Job Performance Questionnaire (TMWEJPQ0 with $r = 0.92$). The result revealed that weighted mean score for motivational factor was moderate ($\bar{x} = 2.40$) with promotion mean score being ($\bar{x} = 2.23$), salary ($\bar{x} = 2.70$) and medical support ($\bar{x} = 2.29$), while mean score for work environment was moderate ($\bar{x} = 2.13$), with heat mean score being ($\bar{x} = 2.23$), illumination ($\bar{x} = 2.70$) and space availability ($\bar{x} = 2.29$). The multiple regression analysis showed combined influence of independent variables on the dependent variable job performance ($F=191.106$: $P<0.05$), for motivation, relative influence existed between salary ($\beta = -0.058$, $p = 0.023$), promotion ($\beta = -0.091$, $p = 0.000$) and job performance. While space availability ($\beta = 0.322$, $p = 0.000$), illumination ($\beta = 0.474$, $p = 0.000$) had positive relative influence and heat ($\beta = -0.177$, $p = 0.000$) negative relative influence on job performance for work environment. In conclusion, salary, promotion, space availability, illumination and heat have significant influence on teachers' job performance. Therefore, it is recommended that stakeholders in educational sector in Ibadan metropolis need to ensure that teachers' work environment and motivational factors are improved for high level of job performance.

Keywords: Teachers job performance, motivational factors, work environment, public secondary schools and Ibadan Metropolis

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