

**RELATIONSHIP BETWEEN ORGANISATIONAL CLIMATE,
COMMITMENT AND LIFE SATISFACTION OF TEACHERS
IN ETI-OSA LOCAL GOVERNMENT AREA, LAGOS STATE**

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CCED/PDE/17/18/131



**A RESEARCH WORK SUBMITTED TO CORONA COLLEGE OF
EDUCATION, LEKKI, LAGOS STATE IN PARTIAL FULFILMENT OF
THE REQUIREMENTS FOR THE AWARD OF PROFESSIONAL
DIPLOMA IN EDUCATION (PDE) OF THE TEACHERS
REGISTRATION COUNCIL OF NIGERIA (TRCN)**

DECEMBER, 2018

ABSTRACT

The study examined the relationship between organization climate and life satisfaction of teachers in Eti-Osa Local Government Area of Lagos State. Six research questions were raised in this study and six hypotheses were tested. The research design adopted for the study was a descriptive design method used to test the relationship that exist between the mean organization climate and life satisfaction of teachers. Simple random sampling technique was used to select 80 teachers from Secondary School in Eti-Osa Local Government Area from. The instrument used for this study were Organisation Commitment Questionnaire (OCQ), Satisfaction With Life Scale (SWLS) and Welfare Scale (WS). The instrument was validated by the researcher's supervisor to be used and each of the instruments were tested using Cronbach Alpha with values of .79, .85 and .73. The responses from the respondents were coded, collated and analysed together with the hypotheses of the study using frequency tables, mean, standard deviation and Pearson Product Moment Correlation Coefficient and Independent T-Test. Based on the findings of this study, recommendations were given that private schools should improve on the welfare services and other work conditions that will result a deeper commitment of workers to the teaching and learning process. Also, teachers working environment should be revamped with state-of-the-art facilities and technology to foster and improve the life satisfaction of teachers, the teaching environment should be less hostile and friendlier to encourage an inclusive leadership and participation of teachers at levels of the school's administration.

Keyword: organization climate, life satisfaction, welfare, organization commitment