

DEMOGRAPHICAL FACTORS INFLUENCING ATTITUDES TO WORK AND ORGANIZATIONAL COMMITMENT AMONG ACADEMIC WORKERS IN FEDERAL UNIVERSITY OYE-EKITI AND EKITI STATE UNIVERSITY

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ABSTRACT

Issue of occupational commitment and attitude to work among workers is a thing of concern to all management of organization including the academic workers of Federal University Oye- Ekiti and Ekiti State University in Ekiti State. The present study investigated the influence of perceived demographical factors influencing attitudes to work and organizational commitment among academic workers of Federal University Oye-Ekiti and Ekiti State University Ado,Ekiti.The study adopted ex-post factor research design. A total number of 100 workers were accidentally sampled in the study. These participants were administered with Occupational commitment scale and attitude to work scale together with demographic information. Six hypotheses were tested in the study using independent samples t-test, two were confirmed and the other two were tested with One-Way ANOVA and one was confirmed. The result of the tested hypotheses showed that gender has significant influence on organizational commitment($t=3.29$; $df = 98$; $p<.05$). Gender has no significant influence on attitude to work ($t=1.84$; $df=98$; $p>.05$).work environment has significant influence on organizational commitment($F(2,97)=3.21$; $p<.05$). Work environment has no significant influence on attitude to work ($F(2,97)=0.55$; $p >.05$). Age has no significant influence on organizational commitment ($t= 0.90$; $df =78$; $p>.05$). Age has no significant influence on attitude to work ($t=-1.78$; $df=78$; $p>.05$).

Length of service has significant influence on organizational commitment ($t=-0.50$; $df=88$; $p>.05$).

Length of service has no significant influence on attitude to work ($t = 0.11$; $df=88$; $p>.05$).Based on findings, it is concluded that demographic factors are important in understanding organizational commitment and attitude to work of academic workers. Moreover, gender differs in level of organizational commitment of workers. The findings show that gender, length of 10 service and work environment have significant influence on organizational commitment so organizations should always pay great attentions to these factors for increment of productivity

Keywords: Organizational commitment, attitude to work, work environment, Federal University Oye-Ekiti, Ekiti State University Ado-Ekiti State.