

2004

# Job satisfaction and organizational commitment among University of Dar es Salaam academic staff

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Maro, P (2004) Job satisfaction and organizational commitment among University of Dar es Salaam academic staff. Master dissertation, University of Dar es Salaam, Dar es Salaam.

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**Job satisfaction and organizational commitment among University of Dar es Salaam academic staff**

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**Master of Business Administration**

**University of Dar es Salaam, Business School, 2004**

The basic reason for this research was to gain a better understanding of the relationships between job satisfaction and organizational commitment of academic staff at the University of Dar es Salaam. This research also focused on revealing some homogeneous demographic characteristics these employees exhibit that affect their satisfaction level. The research was taken after the researcher's observation that the University is currently undergoing some transformation in its operations. This transformation program might have some impact on its Academic staff's level of job satisfaction and ultimately: their commitment to the organization. There is a good number of academic staff the organization for different reasons, but still there are who remain with the organization. It was the interest of the researcher to find out whether those who remain are satisfied with their job and are actually: committed to worth the organization. The results of the study found that years of experience had a significant ( $\alpha = 0.05$ ) effect on several of the components of satisfaction and Overall job satisfaction among University of Dar es Salaam academic staff. Satisfaction with policies, compensation, Work conditions, and advancement were found to have a significant relationship to organizational commitment. Consequently, Job Satisfaction has been found to significantly: correlate with Organizational Commitment, as it was found that Job satisfaction predicts well Organizational Commitment, it is recommended that administrators have to increase their employees level of Job Satisfaction in order to make them committed. It also is recommended that management have to help employees learn the importance of policies and also identify employees' perceptions on current policies through discussions meetings and interviews.

THS EAF HF 5549.5J63