

**AN APPRAISAL OF THE RELATIONSHIP BETWEEN JOBS
SATISFACTION AND WORK COMMITMENT AMONG
EMPLOYEES IN SELECTED BANKS IN ADO-EKITI**

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ABSTRACT

Job satisfaction and work commitment is a general phenomenon that is crucial to the Sustainability and growth of any organizations. The study tends to appraise the relationship between job satisfactions and work commitment among employees in selected banks in Ado-Ekiti.

The study was a descriptive study. The population of the study comprises of all the Employees (staff) and members of management in some selected banks in Ado-Ekiti. The sample size is a sub-group from a large population in order to make inferences about the characteristics of the large population. The data of the study were collected using a self-administered questionnaire.

The data collected was presented in tables of simple percentage to test the research hypotheses using Chi square to enable the research ascertain the effect or influence of the relationship between the variables. The latest version of SPSS was used to analyze the information collected from 100 participants through questionnaire.

The result shows that Job satisfaction and work commitment goes hand-in-hand. It is very difficult to separate one from the other because it has become the backbone of organizational Success and victory. The result showed that there is a very strong relationship between job satisfaction and work commitment in the selected banks with the statistics ($\chi^2 = 85.124$, $df=16$ and $P=.000$). It is also vital and important to the attainment of goals in any organizations.

In conclusion, thus, decision makers should incorporate motivational factors (salary and promotion) into their employment relations strategies and policies in order to increase the level of job satisfaction and work commitment among the employees, thereby having them on the job for a long period of time.