

**WORK ENVIRONMENT AND JOB SATISFACTION: A STUDY OF  
ALIMOSHO LOCAL GOVERNMENT COUNCIL LAGOS STATE,  
NIGERIA**

**ADEYEMI JESUTOFUNMI OLUWAFERANMI  
(19PMP01966)**

**B.Sc. International Relations, Landmark University, Omu-Aran**

**SEPTEMBER, 2021**

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**A DISSERTATION SUBMITTED TO THE SCHOOL OF  
POSTGRADUATE STUDIES IN PARTIAL FULFILLMENT OF THE  
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RELATIONS, COLLEGE OF LEADERSHIP AND DEVELOPMENT  
STUDIES, COVENANT UNIVERSITY, OTA, OGUN STATE, NIGERIA**

**SEPTEMBER, 2021**

## **ACCEPTANCE**

This is to attest that this dissertation is accepted in partial fulfilment of the requirements for the award of the degree of M.Sc. in Public Administration in the Department of Political Science and International Relations, College of Leadership and Development Studies, Covenant University, Ota, Ogun State, Nigeria.

**Mr. John A. Philip**

(Secretary, School of Postgraduate Studies)

---

**Signature and Date**

**Prof. Akan B. Williams**

(Dean, School of Postgraduate Studies)

---

**Signature and Date**

## **DECLARATION**

I, **ADEYEMI JESUTOFUNMI OLUWAFERANMI (19PMP01966)**, declare that this M.Sc. dissertation is based on my study in the Department of Political Science and International Relations, College of Leadership and Development Studies Covenant University, Ota, Ogun State. This project has never been submitted elsewhere for the award of a degree. All ideas and views expressed are products of personal research.

**ADEYEMI, JESUTOFUNMI OLUWAFERANMI**

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**Signature & Date**

## **CERTIFICATION**

We certify that this dissertation titled **Work Environment and Job Satisfaction: A Study of Alimosho Local Government Council Lagos State, Nigeria**, is an original research work carried out by **ADEYEMI JESUTOFUNMI OLUWAFERANMI (19PMP01966)** in the Department of Political Science and International Relations, College of Leadership and Development Studies, Covenant University, Ota, Ogun State, Nigeria under the supervision of Dr Samuel Oni. We have examined and found this work acceptable as part of the requirements for the award of M.Sc. in Public Administration.

**Dr. Samuel O. Oni**  
(Supervisor)

---

**Signature and Date**

**Prof. Daniel E. Gberevbie**  
(Head of Department)

---

**Signature and Date**

**Dr. Augustine N. Eneanya**  
(External Examiner)

---

**Signature and Date**

**Prof. Akan B. Williams**  
(Deans, School of Postgraduate Studies)

---

**Signature and Date**

## **DEDICATION**

This project is dedicated to God Almighty for his love, favour, grace, mercy, strength, wisdom, knowledge and understanding that he continually bestows upon my life. To him alone be all the glory.

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## ABSTRACT

Effective functioning of employees is indispensable to the actualisation of the goals and objectives of any organisation employees. It is, however, important that employees are satisfied with their jobs for them to function appropriately. A suitable work environment has been seen as a trigger in enhancing employees' job satisfaction. Realising the importance of employee's job satisfaction, the government has adopted various mechanisms to improve its employees' job satisfaction, such as training, welfare scheme, prompt payment of salaries, etc. However, studies have shown that Nigeria's public sector is characterised by low service delivery and poor performance. This study therefore, investigates the various factors of work environment and their implication on job satisfaction. It interrogates the challenges and mechanisms that can enhance job satisfaction with a specific focus on Alimosho Local Government Council of Lagos State, Nigeria. The study utilised both primary and secondary data which were collected using literature search, frequency, percentage, mean and Simple Linear Regression. Findings of the research shows that to a reasonable extent, employees of the Alimosho local government are satisfied with their jobs despite the various shortcomings in the physical and social work environment of the local government council. This research concludes that the dynamics of job satisfaction makes it imperative for constant analysis of an organisation's work environment. The study therefore recommends that physical and social work environment should be improved upon as well as the need for a restructuring of salaries and adequate recognition and appreciation should be given to outstanding employees.

**Keywords:** Employees, local government council, job satisfaction, work environment, public sector