JOB SATISFACTION IN REGISTRY AND BURSARY DEPARTMENTS OF AHMADU BELLO UNIVERSITY, **ZARIA.**

ANDE EMMANUEL USMAN

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Department of: BUSINESS ADMINISTRATION

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CERTIFICATION

This P roject entitled Job Satisfaction in Registry and Bursary Departments of Ahmadu Bello University, Zaria by Ande, Emmanuel Usman meets the regulations governing the award of the degree of Master in Business Administration (MBA) of Ahmadu Bello University, and is approved for its contribution to knowledge and literary presentation.

N. R. Chatterjee
(N. R. CHATTERJEE)
Chairman, Supervisory Committee. Date: 15/9/85

Member, Supervisory Committee Date: .....

Member, Supervisary Committee Date: .....

Head, of Department Date: .....

Dean, Post-Graduate School. Date: .....

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Dedicated to my
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ABSTRACT i

The compelling factors of cost, price and competition are frequent reminders to the business executive that he must use his resources wisely and economically. Not so with the university manager/administrator. He often does not know whether the money, the people and plant entrusted to his care are being fully and effectively utilized. This work therefore is an attempt to determine job satisfaction in the Registry and Bursary departments, Ahmadu Bello University, Zaria. The findings were tested against some hypothesis of job satisfaction like job satisfaction loads to higher performance, job satisfaction is related to salary structure, supervision, sex and age.

A computerized analysis of the data collected shows that staff of both departments are satisfied with their job despite the monotonous nature of the job and the threat of retrenchment hanging over their head. The findings also shows that the satisfaction cuts across, age, sex, educational qualification, rank, working experience, family responsibility and religion. This is not to say they are 100% satisfied. The areas of dissatisfaction include supervision, management and provision of social amenities. A comparision of the two departments whow th/t Registry staff are slightly more satisfied with their job than the Bursary staff. However despite their satisfaction, the Bajoga Committee report shows that they are not performing.

The recommendation calls on the management of the university to carry out a further study to discover the reason for the dissatisfaction. Academicians are also called upon to exploit further this are of management.

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Chapter 1

INTRODUCTION

Problems

In October 1958, an American magazine 'FUTUNE' published an article which dealt with the problems of the "educational industry". The reference to education as an industry will of course, be displeasing to some, yet in terms of the thousands of persons employed, the millions of naira spent annually and the hundreds of million in which property is valued, education is a tremendous enterprise.

The job of managing a university is **more difficult** and complex than the task of running a business of a comparable size. Notwithstanding his responsibility the university Manager/ administrator is not as well paid as his business counterparts. He often will not have the staff aids to assist him in discharging his duties, and his attitudes toward the significance of sound management often is undeveloped as compared with the attitude of his business opponent. The benefits of effective administration in higher education will be obtained when those responsibile for the direction of our universities have a better undterstanding of the significance of better management.

The compelling factors of cost, price and competition are frequent reminders to the business executive that he must use his resources wisely and economically. Not so with the University management/Administrator. He often does not know whether the money the people, and the plant entrusted to his care are being fully and effectively used. This difference in attitude toward the

importance of sound management is understandable. The objectives of a university are quite different from those of a profit making business enterprise. It is more important to have as head of a university a person who can further the educational objectives of the institution than one who is management-minded but unaware of the importance of the primary objectives. The chief officers of many universities have come from the rank of scholars. There has been little in their experience to give them administrative responsibilities or expose them to importance of good management. In short unlike their business counterparts, university administrators or executive customarily are not chosen for their managerial skill, and they frequently are out of depths where administration/management is concerned. This is an almost unique situation in the various fields of organized human effort, since the head of a university may be selected without having demonstrated the qualities necessary for successful leadership.

It is not uncommon in Ahmadu Bello University to record high labour turnover in a session as demonstrated by the weekly newsletter of the university - 'University Bulletin' which publishes the departure and arrival of new members of the senior staff. The situation is no better among the intermediate and junior staff which is a symptom of job dissatisfaction.

Record shows that registers have had to be opened in the various sections of the Registry and Bursary Departments

to check lateness, absenteeism and frequent excuses during office hours to leave the work place, again indicating job dissatisfaction.

1.1 Hypothesis

1) A higher level of job satisfaction exists if you work with a group rather than by yourself.
2) Job satisfaction is related to the type of job being done.
3) Job satisfaction leads to higher performance.
4) Job satisfaction, in part is affected by the degree to which the work situation results in the fulfilment of certain values the individual possess.
5) Job satisfaction is related to a good many things besides financial return. Some of these factors (as summarized by Hofpock) are "relative status of the individual within the social and economic group with which he identifies himself, relations with superiors and associates on the job, nature of the work, earnings, hours of work, opportunities for advancement, variety, freedom from close supervision, visible results, the satisfaction of doing good work, opportunities for service to others, environment, freedom to leave where one choses, responsibility vacations, opportunity for self-expression, competition, religion, security, provision for social activities.
6) Dull workers are dissatisfied with complex jobs and bright ones with repetitive jobs.

7) Job dissatisfaction results in high employee turnover

8) A dissatisfied and disgruntled working force often increase the personnel phase of production costs.

1.2 Objective Of The Study

In the light of the poor economic situation in the country resulting in mass retrenchment of workers in the university, and dissatisfaction with the performance of the employees, it is the objective of this study to determine.

1) Job satisfaction in the Registry and Bursary Departments respectively.

2) To compare job satisfaction in the two departments.

3) To determine whether the following factors affect job satisfaction in the two departments.

   i) Age

   ii) Sex

   iii) Qualification

   iv) Rank

   v) Years of Service in the University

   vi) Number of times promoted

   vii) Marital status

   viii) Family responsibilities in terms of number of children an employee has.

   ix) Religion

4) Whether job satisfaction leads to performance.

5) It is hoped that the findings of this project will throw more light on job satisfaction in the university and

and stimulate the interest of academicians and the management to carry out further studies and look into those areas of dissatisfaction.

1.3 Methodology

A questionnaire was drawn up composed of 45 questions, some were adopted while others were designed. These questions were divided into 2 groups:

i) Questions relating to the respondent.

ii) Questions relating to the job.

Sampling

A random distribution of the questionnaire was made to six people. This enabled me clarify ambiguities dectated in the questionnaire. One hundred and ten copies were then rolled out and distributed to the two departments. Fifty five copies each were distributed. The distribution was systematically done to cut across, age, rank, sex, qualification, religion etc.

Procedure

Personal visits were made several times to the main campus and the different Institutes to encourage respondents to fill the questionnaires after sufficient time had been given to them. A total of ninety six completed questionnaires were collected from the two departments, 49 from the Registry Department and 47 from the Bursary Department. Most were collected personaly while the rest came through friends who had assisted in the distribution.

The data was then coded and taken to Iya Abubakar Computer Centre where it was analyzed in bundles of sheets. Finally they

were decoded and transformed into this useful information.

1.4 Scope

This project is a case study of two selected departments in the University - Registry and Bursary department. The two departments have the highest staff concentration compared to the other departments. They have the advantage of being the departments vested with the work of administering the university. The high concentration of clerical staff doing monotonous job made them attractive for this kind of study.

Other reasons include the fact that the two departments apart from being concentrated in the Senate Building in the main campus, have representation in all the Institutes of the University.

Chapter II

REVIEW OF PAST RESEARCHES

For an industrial organisation the consequences of information about job satisfaction are extremely important. By discovering attitudes on factors related to the job, a firm can correct certain bad situations and thereby improve the job satisfaction of its staff. From this point of view it will be justified in being concerned only with this area and neglecting the individual "ego" and its employees adjustment to groups outside the plant. However, an industrial organization can benefit materially if it knows what individual attitudes contribute to job satisfaction. For one thing applying this knowledge will result in better selection procedures. This is a broad implication as far as job satisfaction is concerned, and even though most industrial and business organizations and educational institutions feel that it is not their problem, it nevertheless exists. It is also directly related to vocational guidance, schools and colleges, public and private employment agencies. Society as a whole must face it realistically.

Research on job satisfaction of industrial received great impetus from the significant work of Lyman Porter in the sixties. In a series of studies, Porter (1962) found that the higher a manager is in the organisational hierarchy, the higher will be his level of need satisfaction and that high-level managers in large organisations have more need satisfaction than high-level managers in small firms (Porter 1963).

These findings attracted much attention and since the managers in Porter's studies were from the same United States culture, other investigators sought to extend the findings to workers in other cultures around the world.

In one study Haire, Ghiselh and Porter (1966) used Porter (1961) Need Satisfaction Questionnaire (PNSQ) to study 3,641 managers from 14 different countries of Europe, North and South America and Asia. They found that the countries tend to cluster together into cultural groups and that national clusters form in response to questionnaires because of strong bonds of similarity in language and religion... and many common elements in their cultural background.[1]

Other researchers have compared managers from the United States, Japan, India, and Australia (England and Leed 1974); Korean, Japanese and U.S. managers (Slocum and Lee, 1971). U.S. and Mexican managers (Slocum, Jr etal (1971) and managers from Turkey (Lauter, 1969). The general findings of these studies were that cultural background - history, customs, norms, heritage, attitudes, habits, physiological and emotional states, and education - all have tremendous impact on managerial values, beliefs, philosophies, frame of reference, assumptions and styles.[1]

Okolo in his study found a strong relationship between management nationality and job satisfaction-work commitment among Nigerian factory workers under Nigerian managers than those under foreign managers. He also felt that greater efficiency of

communication and socio-cultural understanding were the reasons for his findings.

Hoppock carried out a survey in New Hope, Pa. in which 309 people in the community were asked to fill out a questionnaire dealing with certain aspects of job satisfaction. It showed that people differ in the degrees in which their job are satisfying to them. It was also pointed out however that many of the people covered by the survey indicated that they liked their jobs. Also the degree of satisfaction was somewhat related to the type of job being done.

Another job satisfaction questionnaire was developed by Brayfield and Rothe. This questionnaire, developed by a combination of the Thurstone and Likert methods it had the primary characteristics of the Likert type of scale. It provided for indicating the degree of agreement with each of 19 statements such as

- My job is like a hobby to me.
- My job is usually interesting enough to keep me from getting bored.
- It seems that my friends are more interested in their jobs.
- Each day of work seems like it will never end.
- I find real enjoyment in my work.

It was reported that attitudes measured by this scale correlated

with those obtained by Hoppocks questionnaire.

Job satisfaction, in part is affected by the degree to which the work situation results in the fulfillment of certain values in their jobs, some placing greater value on say, security, others on income and so forth. Although individual vary on their sets of values, there sometimes is at least moderate consistency in the values of individuals within specific groups. It should be added, incidentally, that the values are subject to at least moderate change, depending upon economic, social, and other interesting influences. An understanding of the value systems of employees can be very useful to managment in developing personnel programmes. If for example, management operates on philosophy that all that employees are interested in is money, it might be surprised to find that despite high wages, the employees vote to go out on a strike over some apparently trivial matter.

Typical of studies on this subject is one by Houser who found that the non selling employees (including unskilled labour) of a large merchanized organisation considered the following factors to be the things they wanted from the company.

1) Receiving help necessary to get results expected by management.
2) Being encouraged to offer suggestions and try out better methods.
3) Being able to find out whether work is improving.
4) Reasonable certainty of being able to get fair hearing and square deal in case of grievance.

5) Certainty of promotion going to the best qualified employees.

6) Encouragement to seek advice in case of real problems.

7) Being given information about important plans and results which concern the individual's work.

The list went down to 28 which is service of medical department. It was interestingly noted that the employees of the company ranked the items concerned with present pay twenty-first and twenty-second in importance.

Further evidence of the importance of non-monetary factors in influencing employee morale comes from a study reported by Roberts, who made audit of the morale of 2,500 employees. His findings showed the importance to morale of such factors as promotion procedures, favouritism, and the effective informing of employees of company policies. Another study reported by Blum and Russ also showed that certain non-monetary factors - job security and advancement - ranked above pay in their influence upon employee morale.

Raube submitted a list of seventy one morale factors to employees of six companies, fifty executives of this company and

two labour leaders. Each employee was asked to identify in order of importance the five factors that were most important to him. The executives were asked to predict the rankings that would be assigned to these factors by the employees of their respective companies and the labour leaders indicated the rankings that they believed represented the relative importance of the factors of their union members. Definite differences in the rankings were found for three groups. The employees attached importance to the following five.

1) Job security
2) Compensation
3) Opportunities for advancement
4) Employee financial benefits (insurance and so forth)
5) Informing employees about their job status.

Executive predictions agreed with the employee's ranking in only three of the most important five (job security, compensation and opportunities for advancement), while labour leaders agreed with the employees in only two (job security and compensation). While compensation and job security were selected as two of the five most important factors by all three groups, there was little agreement in identifying the other factors considered by the employees to be most important.

On the whole it is safe to say a lot of work has been done in in the area of job satisfaction especially in the industrialized world where the right of the employees is very much recognized. Industrial psychologists have been utilized to cut down the

dissatisfaction among employees thereby reducing absenteeism, lateness, high labour turn-over and other vices associated with job dissatisfaction. However it will be pointed out that much work need to be done in this area in Nigeria.

Chapter III

GENERAL BACKGROUND OF AHMADU BELLO UNIVERSITY

Before the establishment of Ahmadu Bello University in 1962 there was only one university in the country granting degrees, and that was the University College, Ibadan, established in 1948 (now the University of Ibadan).

The highest institutions of learning in the North then were the Nigerian College of Arts, Science and Technology, and the Institute of Administration, established since"1951"[1] where in-service training had been made available since 1957 and also the Abdullahi Bayero College Kano (now Bayero University College) which specialises in Islamic studies.

In 1960, the Ashby Commission set up by the Federal Government to look into the post secondary school certificate and higher education in Nigeria recommended the establishment of four more universities in the country, one each in Ife, Enugu, Lagos and Zaria. In its report the Commission recommended that " a university in the Northern Region with its headquarters in Zaria should be established"[2] and they suggested that advice should be sought from overseas before any decision is made on the scope and the activities of the university. The Commission also suggested that the university should be linked with the Abdullahi Bayero College, Kano, and with the Institute of Administration, Zaria.

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1. Adegoke Olumbo Bashir, Universities old and new. (Information Ministry, Ibadan, January, 1967) p.9.

2. A. O. Bashir op. cit. p.9.

A delegation was invited by the Government of Northern Nigeria from "the London-based Inter-Universities Council for higher education overseas in April 1961."[3] to advice in the selling up of the university. The delegation worked under the chairmanship of Sir Alexander Carr-Saunders and that same month they submitted their reports to the Northern Nigerian Government.

In April 1961 a law establishing a Provisional Council of the University of Northern Nigeria was passed by the Northern Legislature. Sir Kashim Ibrahim (known then as Hon. Shettima Ibrahim, CBE) was appointed as the chairman of the Provisional Council.

In June 1962 a constitution known as the Ahmadu Bello University Law prepared by the Provisional Council was passed by Legislature. This constitution of the university provided for a council which is the supreme governing body responsible for general policy and finance. It also provided for a senate consisting of

1) Ex-officio members - the Vice Chancellor, the Deputy Vice Chancellor, the Deputy Vice Chancellor, and the Provost for Agriculture and Vet-medicine.
2) Directors of Institutes and Division of Agricultural Colleges.
3) Deans of Faculties.
4) Professors holding established chairs and Heads of Departments.
5) Principal, School of Basic Studies.
6) The University Librarian and;
7) Members of the academic staff elected by Congregation.

The Senate is responsible for all academic matters.

The Ahmadu Bello University Law 1962 stated that membership of the University shall be open to all persons of either sex and no discrimination shall be made or imposed on the ground of religious belief, political views, racial or tribal origin, place of birth or residence.

The Administrative headquarters of the university was situated at the site of the then Nigerian College of Arts, Science and Technology, Samaru, Zaria after the college was disbanded. In July 1961 Dr. Norman Alexander who was a former Professor of Science at the University of Ibadan was appointed the first Principal". He later became the first Vice Chancellar of the University of Northern Nigeria (as it was then called) and in November of that same year he assumed office.

Ahmadu Bello University was opened on October 4, 1962. The university was named after the late Alhaji Ahmadu Bello (1910-1966). Teaching commenced in October 1962 with 428 students made up of 414 male and 14 female and 89 academic staff in the following fields: Arts, Law, Science, Engineering, Architecture, Agriculture, Veterinary Medicine, and Administration. Later the Department of English, Geography, and History were added to the Faculty of Arts.

Ahmadu Bello University became the second degree granting university in Nigeria, the first being University of Ibadan. Sir Ahmadu, Sardauna of Sokoto, the Premier of the then Northern Nigerian Government was appointed the first Chancellor of the

university on November, 23, 1963. In 1966 Dr. Ishaya Audu succeeded Dr. N.S. Alexander as Vice Chancellor and in that same year Oba Akenzua of Benin became the second Chancellor, and in 1972 Mr. Justice Udo Udoma became the third Chancellor. In 1975 Professor Iya Abubakar became the third Vice-Chancellor and in 1975 Dr. (Chief) Obafemi Awolowo also became the fourth Chancellor.

In 1980 Professor Ango Abdullahi became the next Vice-Chancellor with the Etsu Nupe as the Chancellor. The University currently has 14 faculties.

- Registry and the Bursary Departments are as old as the university going through various transformations with the growth of the university.

3.1 Registry Department

The Registry department is headed by the Registrar and assisted by Deputy Registrars. The department is charged with among other things matters related to, appointment, promotion, discipline and firing of all category of staff in the university.

To enable it carry out its functions effectively it is divided into sections which include, Establishment Section which handles senior staff matters, the I & J division which handles matters affecting intermediate and junior staff, Development Office which handles matters related to the development of the university and the Academic Office which handles student matters (i.e. admissions, discipline, feeding, accommodation etc.). It has a staff strength

of over with representation in all the faculties and Institutes.

3.2 Bursary Department

The Bursary department is headed by the Bursar and assisted by the Deputy Bursar administration and Deputy Bursar Finance. It has a staff strength of over two hundred and thirty employees.

The role of the department in the university include recording of all financial businesses of the University. It is divided into various sections including:

1) Cash office - where matters related to receipt and payments are handled.

ii) Main Accounts - for the preparation of final accounts.

iii) Contract and Services - where contract and service matters are treated.

iv) Expenditure control - where matters related to payments to those on training are handled.

v) Pension and Insurance - where payments to those leaving the service of the university are made.

Chapter 4

DATA ANALYSIS

The whole data has been analyzed into frequency and percentage with the aid of computer against the men variable questions 1 to 9 - age, sex, qualification, rank, years of service in the university, number of times promoted, marital status, number of children and religion. The answers to each questions on the tables have been classified into, strongly agree, agree, undecided, disagree and strongly disagree.

At the end of each table is a grand total of the responses to the questions followed by a summary of the whole table expressed in words.

Table 1

Registry Department 20

Question: 10 There are some conditions concerning my job that could be improved.

Age	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 25	5	38.5	7	58.8	1	7.7	-	-	-	-
26 - 30	2	25.0	6	75.0	-	-	-	-	-	-
31 - 35	5	35.7	6	42.9	2	14.3	7	1	9.1	-
36 - 40	6	54.5	4	36.4	-	-	-	-	1	9.1
41 & Above	-	-	1	100.0	-	-	-	-	-	-
Sex										
Male	14	40.0	17	48.6	3	8.5	1	2.9	-	-
Female	4	33.3	7	58.3	-	-	1	8.3	-	-
Qualification										
2nd Degree & Above	3	60.0	2	40.0	-	-	-	-	-	-
1st Degree	2	22.2	6	66.7	-	-	1	11.1	-	-
HND	1	33.3	2	66,7	1	11.1	-	-	-	-
OND	2	22.2	6	66.7	1	11.1	-	-	-	-
WASC	8	66.7	3	25.0	1	8.3	-	-	-	-
TTC	-	-	1	50.0	-	-	1	50.0	-	-
Prim.Edu.	-	-	3	100.0	-	-	-	-	-	-
Any Other	-	-	-		-	-	-	-	-	-
Rank										
E Clerks	8	61.5	4	30.8	1	7.7	-	-	-	-
Exedutive Officer.	2	40.0	1	20.0	1	20.0	1	20.0	-	-
Higher E.O.	3	33.3	6	66.7	-	-	-	-	-	-
Sen. E.O.	-	-	3	100.0	-	-	-	-	-	-
Prin. E.O.	-	-	2	100.0	-	-	-	-	-	-
Asst.Chief Exe	-	-	-	-	-	-	-	-	-	-
Chief Exe.	1	100.0	-	-	-	-	-	-	-	-
Chief Exe.	1	100.0	-	-	-	-	-	-	-	-
Admim. Asst.	-	-	-	-	-	-	-	-	-	-

Admin. Officer	1	25.0	2	50.0	-	-	1	25.0	-	-
Asst. Reg.	1	50.0	1	50.0	-	-	-	-	-	-
Snr.Asst. Reg.	1	100.0	-	-	-	-	-	-	-	-
P/Asst. Reg.	-	-	3	100.	-	-	-	-	-	-
Dept. Reg.	1	100.0	-	-	-	-	-	-	-	-
Registrar	-	-	-	-	-	-	-	-	-	-
Typists	-	-	1	100	-	-	-	-	-	-
Yrs. of Ser. In Univ.										
Below 1 yr.	1	50.0	1	50.0	-	-	-	-	-	-
1 - 2 yrs.	3	75.0	1	25.0	-	-	-	-	-	-
2 - 3 "	3	37.5	1	25.0	-	-	-	-	-	-
3 - 5 "	2	33.3	4	66.7	-	-	-	-	-	-
5 - 10 "	4	23.5	9	52.9	2	11.8	2	11.8	-	-
10 - 20 "	5	50.0	5	50.0	-	-	-	-	-	-
20& Above -	-	-	-	-	-	-	-	-	-	-
No. of Times Promoted										
0	7	36.8	11.	57.9	1	5.3	-	-	-	-
1	1	16.7	3	50.0	1	16.7	1	16.7	-	-
2	6	60.0	4	40.0	-	-	-	-	-	-
3	1	16.7	3	50.0	1	16.7	1	16.7	-	-
4	1	50.0	1	50.0	-	-	-	-	-	-
5	1	50.0	1	50.0	-	-	-	-	-	-
6	1	50.0	1	50.0	-	-	-	-	-	-
7 & Above	1	50.0	1	50.0	-	-	-	-	-	-
Marital Status										
Single	2	25.0	6	75.0	-	-	-	-	-	-
Married	14	41.0	16	47.1	3	8.8	1	2.9	-	-
Divorced	-	-	2	100	-	-	-	-	-	-
Widow	-	-	-		-	-	-	-	-	-
Widower	1	100	-		-	-	-	-	-	-
No. of Chln.										
0	6	46.2	6	46.2	1	7.7	-	-	-	-
1	2	66.7	1	33.3	-	-	-	-	-	-
2	1	25.0	2	50.0	-	-	1	25.9	-	-
3	3	33.3	6	66.7	-	-	-	-	-	-
4	2	25.0	4	50.0	2	25.0	-	-	-	-
5	4	40.0	5	50.0	-	-	1	10.0	-	-
6 & Above	-	-	-		-	-	-	-	-	-
Religion										
Christianity	13	41.9	15	48.4	2	6.5	1	3.2	-	-
Islam	5	38.5	6	46.2	1	7.7	1	7.7	-	-
Others	-	-	2	100	-	-	-	-	-	-
Grand Total	18	36.7	24	49.0	3	6.1	2	4.1	-	-

Out of 49, 2 did not answer this question. Eighty five per cent said that there are some conditions concerning their job that can be improved. 6.1% are undecided, while 4.1 do not feel so.

Table 2

Registry Department

Question 1 11 My job is like a hobby to me.

	Strongly Agree		Agree		undecided		Disagree		Strongly Disagree	
	FRQ	%	FRG	%	FRG	%	FRG	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	4	30.0	4	30.8	-	-	2	15.4	3	23.1
26 - 30	2	25.0	4	60.0	2	25.0	-	-	-	-
31 - 35	3	21.4	3	21.4	1	7.1	4	28.6	3	21.4
36 - 40	1	9.1	4	36.4	1	9.1	3	27.3	2	18.2
41 & Above	-	-	-	-	-	-	1	100	-	-
Sex										
Male	5	17.1	11	31.4	4	11.4	7	20.0	7	20.0
Female	4	33.3	4	33.3	-	-	3	25.0	1	8.3
Qualification										
2nd Degree & Above	-	-	2	40.0	-	-	2	40.0	1	20.0
1st Degree	1	11.1	4	44.4	1	11.1	2	22.2	1	11.1
HND	-	-	-		1	33.3	1	33.3	1	33.3
OND	2	22.2	3	33.3	1	11.1	3	33.3	-	-
WASC	6	50.0	2	16.7	-	-	-	-	4	33.3
TTC	-	-	-	-	-	-	2	100.0	-	-
Primary Edu.	-	-	2	50.0	1	25.0	-	-	1	
Any Other	1	33.3	2	66.7	-	-	-	-	-	-
Rank										
E Clerks	4	30.8	4	30.8	-	-	-	-	5	38.5
Exe. Officer	2	40.0	1	20.0	1	20.0	1	20.0	-	-
Higher E.O.	1	11.1	3	33.3	2	22.2	3	33.3	-	-
Senior E.O.	1	33.3	1	33.3	-	-	-	-	1	50.0
Prin. E.O.	-	-	1	50.0	-	-	-	-	1	
Asst.Chief Exe.	-	-	-	-	-	-	-			
Chief Exe.	-	-	-	-	1	100	-	-	-	-
Admin Asst.	-	-	-	-	-	-	-	-	-	-
Admin Offi.	-	-	3	75.0	-	-	1	25.0		-
Asst. Reg.	1	50.0	-	-	-	-	-	-	1	50.0
Sen. Asst. Reg.	-	-	1	100	-	-	-	-	-	-
Prin. Asst.Reg.	-	-	-	-	-	-	2	66.7	1	
Dept. Reg.	-	-	1	100.0	-	-	-	-	-	-
Registrar	-	-	-	-	-	-	-	-	-	-
Typists	-	-	-	-	-	-	-	-		

	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Yrs. of Ser. In the Univ.										
Below 1 yr.	-		1	50.0	-		1	50.0	-	
1 - 2 yrs.	1	25.0	2	50.0	-		-		1	25.0
2 - 3 "	2	25.0	4	50.0	1	12.5	-		1	25.5
3 - 5 "	2	33.3	2	33.3	-		1	16.7	1	16.7
5 - 10 "	3	17.6	4	23.5	3	17.6	4	40.0	2	20.0
10 - 20 "	2	20.0	2	20.0	-		4	23.5		17.5
20 % Above	-		-		-		4	40.0	2	20.0
No. of Times Promoted										
0	5	26.3	7	36.8	1	5.3	3	15.8	3	15.8
1	1	16.7	1	16.7	-	-	1	16.7		-
2		-	2	20.0	2	20.0	2	20.0	4	40.0
3	2	33.3	1	16.7	1	16.7	1	16.7	1	16.7
4		-	1	50.0		-	1	50.0		-
5		-		-		-	2	100. 0		-
6	2	100.0		-		-		-		-
7 & Above		-		-		-		-		-
Marital Status										
Single	1	12.5	4	50.0		-	2	25.0	1	12.5
Married	7	20.6	9	26.5	4	11.8	8	23.5	6	17.6
Divorced	2	100.0		-		-		-		-
Widow		-		-		-		-		-
Widower		-		-		-		-	1	100.0
No. of Chid.										
0	3	23.1	5	38.5		-	2	15.4	3	23.1
1	3	100.0		-		-		-		-
2	1	100.0	3	75.0		-		-		-
3		-	3	33.3	3	33.3	2	22.2	1	11.1
4	1	12.5	2	25.0		-	4	60.0	1	12.5
5	2	20.0	2	20.0	1	10.0	2	20.0	3	30.0
6 & Above		-		-		-		-		-
Religion										
Christianity	8	25.8	6	19.4	3	9.7	8	25.8	6	19.4
Islam	2	15.4	8	61.5	1	7.7	1	7.7	1	7.7
Others		-	1	50.0		-		-	1	50.0
Total	10	20.4	15	30.4	4	8.2	10	20.4	8	16.3

Out of 49 people 2 did not answer this question, 60% see their job as a hobby, 8.2 are undecided, 39.7% do not see their job as a hobby.

Table 3

Registry Department

Question: 12 My job is usually interesting enough to keep me from getting bored.

Age	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	5	38.5	7	58.8	1	7.7	-	-	-	-
26 - 30	2	25.0	6	75.0	-	-	-	-	-	-
31 - 35	5	35.7	6	42.9	2	14.3	7	1	9.1	-
36 - 40	6	54.5	4	36.4	-	-	-	-	1	9.1
41 & Above	-	-	1	100.0	-	-	-	-	-	-
Sex										
Male	14	40.0	17	48.6	3	8.5	1	2.9	-	-
Female	4	33.3	7	58.3	-	-	1	8.3	-	-
Qualification										
2nd Degree & Above	3	60.0	2	40.0	-	-	-	-	-	-
1st Degree	2	22.2	6	66.7	-	-	1	11.1	-	-
HND	1	33.3	2	66,7	1	11.1	-	-	-	-
OND	2	22.2	6	66.7	1	11.1	-	-	-	-
WASC	8	66.7	3	25.0	1	8.3	-	-	-	-
TTC	-	-	1	50.0	-	-	1	50.0	-	-
Prim.Edu.	-	-	3	100.0	-	-	-	-	-	-
Any Other	-	-	-		-	-	-	-	-	-
Rank										
E Clerks	8	61.5	4	30.8	1	7.7	-	-	-	-
Exedutive Officer.	2	40.0	1	20.0	1	20.0	1	20.0	-	-
Higher E.O.	3	33.3	6	66.7	-	-	-	-	-	-
Sen. E.O.	-	-	3	100.0	-	-	-	-	-	-
Prin. E.O.	-	-	2	100.0	-	-	-	-	-	-
Asst.Chief Exe	-	-	-	-	-	-	-	-	-	-
Chief Exe.	1	100.0	-	-	-	-	-	-	-	-
Chief Exe.	1	100.0	-	-	-	-	-	-	-	-
Admin. Asst.	-	-	-	-	-	-	-	-	-	-

	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-		-		-		-		-	
21 - 25	1	7.7	2	15.4	1	7.7	1	7.7	8	61.5
26 - 30	-		1	12.5	1	12.5	6	76.0	-	
31 - 35	2	13.3	1	6.7	2	13.3	4	26.7	6	40.0
36 - 40	-		1	9.1	-		4	36.4	6	54.5
41 -Above	-		-		-		1	100.0	-	
SEX										
Male	3	8.3	3	8.3	3	8.3	14	38.9	13	36.1
Female	-		2	16.7	1	8.3	2	16.7	7	58.3
Qualification										
2nd Degree & Above	-		-		-		3	60.0	2	40.0
1st Degree	2	20.0	1	10.0	1	10.0	2	20.0	4	40.0
HND	-		-		1	33.3	1	33.3	1	33.3
OND	-		-		-		6	66.7	3	33.3
M/SC	1	8.3	3	25.0	1	8.3	-		7	58.3
TTC	-		-		-		2	100.0	-	
Prim. Edu.	-		1	25.0	1	25.0	1	25.0	1	25.0
Any other	-		-		-		1	33.3	2	66.7
Rank										
E Clerk	1	7.7	4	30.0	2	15.4	1	7.7	5	38.5
Exe. Officer	-		-		-		2	40.0	3	60.0
higher E.O.	-		-		1	11.1	4	44.4	4	44.4
Senior E.O.	-		-		-		2	66.7	1	33.3
Prin. E.O.	-		-		-		1	50.0	1	50.0
Asst. Chief Exe	-		-		-		-		-	
Chief Executive	-		-		-		-		1	100.0
Admin Asst.	-		-		-		-		-	
Admin Officer	1	20.0	-		1	20.0	2	40.0	1	20.0
Asst. Register	-		-		1	50.0	-		1	50.0
Sen. Asst. Reg.	-		-		-		1	100.0	-	
Prin. Asst. Reg	1	33.3	-		-		1	33.3	1	33.3
Deputy Reg.	-		-		-		1	100.0	-	
Registrar	-		-		-		-		-	
Typists	-		-		-		-		1	100.0

95% see their job as usually interesting enough to keep them from getting bored. 36% do not see it so.

Table 3

Registry Department

Question 13 It seems my friends are more interested in their job.

	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-		-		-		-		-	
21 - 25	2	15.4	2	15.4	3	23.1	3	23.1	3	23.1
26 - 30	2	25.0	1	12.5	3	37.5	1	12.5	1	12.5
31 - 35	-		4	26.7	6	40.0	1	6.7	4	26.7
35 - 40	1	9.1	2	18.7	4	36.4	4	36.4	-	
41 & Above	-		-		1	100.0	-		-	
Sex										
Male	3	8.2	9	25.0	12	33.3	7	19.4	5	13.9
Female	2	16.7	-		5	41.7	2	16.7	3	25.0
Qualification										
2nd Degree & Above	1	20.0	1	20.0	2	40.0	1	20.0	-	
1st Degree	-		2	20.0	4	40.0	2	20.0	2	20.0
HND	1	11.1	1	33.3	1	33.3	-		1	33.3
OND	1	11.1	1	11.1	4	44.4	3	33.3	-	
WASC	3	25.0	-		3	25.0	3	25.0	3	25.0
TTC	-		1	50.0	1	50.0	-		-	
Prim. Edu.	-		3	75.0	-		-		1	25.0
Any Other	-		-		2	66.7	-		1	33.3
Rank										
E Clerks	2	15.4	2	15.4	3	23.1	2	15.4	2	15.4
Exe. Officer	1	20.0	1	20.0	2	40.0	-		1	20.0
Higher E.O.	1	11.1	1	11.1	5	55.6	2	22.2	-	
Senior E.O.	-		-		1	33.3	2	66.7	-	
Prin. E.O.	-		1	50.0	-		-		1	50.0
Asst. Chief Exe	-		-		-		-		-	
Chief Executive	-		-		-		-		1	50.0
Admin Asst.	-		-		-		-		-	
Admin Officer	-		2	40.0	1	20.0	1	20.0	1	20.0
Asst. Registrar	1	50.0	-		-		1	50.0	-	
Sen. Asst. Reg.	-		1	100	-		-		-	
Prin. Asst. Reg.	-		-		3	100	-		-	
Deputy Registrar	-		-		1	100	-		-	
Registrar	-		-		-		-		-	
Typists	-		-		-		1	100	-	

	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Yrs. of Ser. In Univ.										
Below 1 yr.		-	1	50.0		-		-	1	50.0
1 - 2 yrs.	1	25.0	1	25.0		-	1	25.0	1	25.0
2 - 3 yrs.	1	12.5	2	25.0	3	37.5	2	25.0		-
3 - 5 "	2	33.3		-		-	3	50.0	1	16.7
5 - 10 "	2	33.3		-		-	3	50.0	1	16.7
10 - 20 "	1	5.6	4	22.2	9	60.0		-	4	22.2
20 -Above		-	1	10.0	5	50.0	3	30.0	1	10.0
No. of Times Promoted 0										
1	4	20.0	5	25.0	5	25.0	3	15.0	3	15.0
2	1	16.7	2	33.3		-	2	33.3	1	16.7
3		-	1	10.0	5	50.0	2	20.0	2	20.0
4		-		-	4	66.7		-	2	33.3
5		-		-	2	100.0		-		-
6		-	1	50.0		-	1	50.0		-
7 and Above		-		-	1	50.0	1	50.0		-
Marital Status										
Single		-	1	12.5	2	25.0	4	50.0	1	12.5
Married	4	11.4	8	22.9	14	40.0	3	8.6	6	17.1
Divorced	1	50.0		-		-	1	50.0		-
Widow		-		-		-		-		-
Widower		-		-	1	100.0		-		-
No. of Chld. 0										
1	2	15.4	1	7.7	4	30.8	4	30.8	2	15.4
2	1	33.3		-		-	2	66.7		-
3	1	25.0		-		-	1	25.0	2	50.0
4		-	4	40.0	5	50.0		-	1	10.0
5		-	2	25.0	4	50.0	1	12.5	1	12.5
6 and Above	1	10.0	2	20.0	4	40.0	1	10.0	2	20.0
Religion										
Christianity	4	12.5	6	18.8	12	37.5	6	18.8	4	12.5
Islam	1	7.7	3	23.1	3	23.1	3	23.1	3	23.1
Others		-		-	1	50.0		-	1	50.0
T otal	5	10.2	9	18.4	17	34.7	9	18.4	8	16.3

Out of 49 one person did not answer this question. 28.6% see their friends as more interested in their jobs than they. A 34.7 are undecided, while 34.7 do not agree to the suggestion.

	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-		-		-		-		-	
21 - 25	1	7.7	2	15.4	1	7.7	1	7.7	8	61.5
26 - 30	-		1	12.5	1	12.5	6	76.0	-	
31 - 35	2	13.3	1	6.7	2	13.3	4	26.7	6	40.0
36 - 40	-		1	9.1	-		4	36.4	6	54.5
41 -Above	-		-		-		1	100.0	-	
SEX										
Male	3	8.3	3	8.3	3	8.3	14	38.9	13	36.1
Female	-		2	16.7	1	8.3	2	16.7	7	58.3
Qualification										
2nd Degree & Above	-		-		-		3	60.0	2	40.0
1st Degree	2	20.0	1	10.0	1	10.0	2	20.0	4	40.0
HND	-		-		1	33.3	1	33.3	1	33.3
OND	-		-		-		6	66.7	3	33.3
WASC	1	8.3	3	25.0	1	8.3	-		7	58.3
TTC	-		-		-		2	100.0	-	
Prim. Edu.	-		1	25.0	1	25.0	1	25.0	1	25.0
Any other	-		-		-		1	33.3	2	66.7
Rank										
E Clerk	1	7.7	4	30.0	2	15.4	1	7.7	5	38.5
Exe. Officer	-		-		-		2	40.0	3	60.0
Higher E.O.	-		-		1	11.1	4	44.4	4	44.4
Senior E.O.	-		-		-		2	66.7	1	33.3
Prin. E.O.	-		-		-		1	50.0	1	50.0
Asst. Chief Exe	-		-		-		-		-	
Chief Executive	-		-		-		-		1	100.0
Admin Asst.	-		-		-		-		-	
Admin Officer	1	20.0	-		1	20.0	2	40.0	1	20.0
Asst. Register	-		-		1	50.0	-		1	50.0
Sen. Asst. Reg.	-		-		-		1	100.0	-	
Prin. Asst. Reg	1	33.3	-		-		1	33.3	1	33.3
Deputy Reg.	-		-		-		1	100.0	-	
Registrar	-		-		-		-		-	
Typists	-		-		-		-		1	100.0

Yrs. of Service In University										
Below 1 yr.		-		-	1	50.0		-	1	50.0
1 - 2 yrs	1	25.0		-		-	1	25.0	2	50.0
2 - 3 #		-		-	1	12.5	3	37.5	4	50.0
3 - 5 "		-	1	16.7		-	3	50.0	2	33.3
5 - 10 "	2	11.1	3	16.7	2	11.1	5	27.8	5	33.3
10 - 20 "		-	1	10.0		-	4	40.0	5	50.0
20 -Above										
No. of Times Promoted										
0										
1	2	10.0	2	10.0	3	15.0	5	25.0	8	40.0
2		-	1	16.7	1	16.7	3	50.0	1	16.7
3		-	2	20.0		-	4	40.0	4	40.0
4		-		-		-	2	33.3	3	50.0
5		-		-		-	2	100.0		-
6		-		-		-		-	2	100.0
7 and Above		-		-		-		-	2	100.0
Marital Status										
Single		-		-	2	25.0	2	25.0	4	50.0
Married		-	2	5.7	2	5.7	12	34.3	16	45.7
Divorced		-	2	100.0		-		-		-
Widow		-		-		-		-		-
Widower		-	1	100.0		-		-		-
No. of Chid.										
0										
1		-	1	7.7	2	15.4	3	23.1	7	53.8
2		-	1	33.3		-		-	2	66.7
3	1	25.0		-		-	3	75.0		-
4	2	20.0	1	10.0		-	5	50.0	2	20.0
5		-	1	12.5	2	25.0	1	12.5	4	50.0
6 & Above		-	1	10.0		-	40	40.0	5	50.0
Religion										
Christianity	2	6.3	3	9.4	3	9.4	8	25.0	15	50.0
Islam		-	2	15.4	1	7.7	7	53.8	3	23.1
Others	1	50.0		-		-		-	1	50.0
Total	3	6.1	5	10.2	4	8.2	16.	32.7	20	40.8

Out of 49 one did not answer the question. 73.5% do not consider their job rather unpleasant. 16.3% do. 8.2% are undecided.

Table 6

Registry Department

Question: 15 I enjoy my work more than my leisure time.

Age	S. Agree		Agree		undecided		Disagree		S. Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-		-		-		-		-	
21 - 25	2	15.4	6	38.6	1	7.7	3	23.1	2	15.4
26 - 30	1	12.5	2	25.0	-	-	-		3	37.5
31 - 35	6	40.0	2	13.3	3	20.0	3	20.0	1	6.7
36 - 40	1	9.1	3	27.3	1	9.1	5	45.5	1	9.1
41 & Above		-	1	100.0		-		-		-
Sex										
Male	8	22.2	10	27.8	6	16.7	8	22.2	4	11.1
Female	2	16.7	3	25.0	1	8.3	3	25.0	3	25.0
Qualification										
2nd Degree & Above	1	20.0		-	2	40.0	2	40.0		-
1st Degree		-	2	20.0	1	10.0	5	50.0	2	20.0
HND	1	33.3		-		-	2	66.7		-
OND	3	33.3	2	22.2	2	22.2	1	11.1	1	11.1
WASC	4	33.3	5	41.7		-	1	8.3	2	16.7
TTC		-	2	100.0		-	-			-
Prim. Edu.		-	1	25.0	1	25.0	-		2	50.0
Any other	1	33.3	1	33.3	1	33.3	-			-
Rank										
E Clerks	2	15.4	6	46.2	1	7.7	1	7.7	3	23.1
Exe. Officer	2	40.0	1	20.0	1	20.0	-		1	20.0
Higher E.O.	3	33.3	2	22.2	1	11.1	2	22.2	1	11.1
Senior E.O.		-	1	33.3	1	33.3	1	33.3		-
Prin. E.O.	1	50.0		-		-		-	1	50.0
Asst. Chief EO		-		-		-		-		-
Chief Executive		-		-		-	1	100.0		-
Admin Asst.		-		-		-		-		-
Admin. Officer		-	2	40.0		-	3	60.0		-
Asst. Registrar	1	50.0		-		-		-	1	50.0
Sen. Asst. Reg.		-		-	1	100.0		-		-
Prin. Asst. Reg.		-		-	2	66.7	1	33.3		-
Deputy Registrar		-		-		-	1	100.0		-
Registrar		-		-		-		-		-
Typists		-		-		-	1	100.0		-

Yrs. of Service In Univ. Below 1 yr.	-		1	50.0		-	1	50.0		-		
Below 1 yr.	-		1	50.0		-	1	50.0		-		
1 - 2 yrs.	2	50.0		-	1	25.0		-	1	25.0		
2 - 3 "	1	12.5	1	12.5	2	25.0	2	25.0	2	25.5		
3 - 5 "		-	1	16.7	1	16.7	1	16.7	3	50.0		
5 - 10 "	3	16.7	7	38.9	2	11.1	5	27.8	1	5.6		
10 - 20 "	4	40.0	3	30.0	1	10.0	2	20.0		-		
20 - Above												
No. of Times Promoted												
0	3	15.0	4	20.0	3	15.0	4	20.0	6	30.0		
1		-	3	50.0	2	33.3	1	16.7		-		
2	3	30.0	3	30.0		-	4	40.0		-		
3	2	33.0	2	33.3	1	16.7		-	1	16.7		
4		-		-	1	50.0	1	50.0		-		
5	1	50.0		-		-	1	50.0		-		
6	1	50.0	1	50.0		-		-		-		
7 and Above												
Marital Status												
Single	1	12.5	1	12.5	2	25.0	3	37.5	1	12.5		
Married	9	25.7	9	25.5	5	14.3	7	20.0	5	14.3		
Divorced		-	1	50.0		-		-	1	50.0		
Widow		-		-		-		-		-		
Widower		-	1	100.0		-		-		-		
No. of Chld.												
0	4	30.8	2	15.4	2	15.4	4	30.8	1	7.7		
1	1	33.3	1	33.3		-		-	1	33.3		
2		-	1	25.0	1	25.0		-	2	50.0		
3		-	4	40.0	2	20.0	2	20.0	2	20.0		
4	4	50.0		-	1	12.5	3	37.5		-		
5	1	100.0	5	50.0	1	10.0	2	20.0	1	10.0		
6 & Above												
Religion												
Christianity	6	18.8	11	34.4	2	6.3	8	25.0	5	15.6		
Islam	4	30.8	2	15.4	3	23.1	3	23.1	1	7.7		
Others		-		-	1	50.0		-	1	50.0		
Total	10	20.2	13	26.5	7	14.3	11	22.4	7	14.3		

Out of 48 1 did not answer the question. 46.5% enjoy their work more than their leisure time, 14.3% do not while 14.3% are undecided.

Table 67

Registry Department

Question: 16 I am often bored with my job.

Age	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagr	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20		-		-		-		-		-
21 - 25		-	4	30.8		-	4	30.8	5	38.5
26 - 30		-	3	37.5		-	1	12.5	4	50.0
31 - 35	1	6.7	3	20.0		-	6	40.0	5	33.3
36 - 40		-	1	9.1		-	6	54.5	4	36.4
41 - Above		-		-		-	1	100.0		-
Qualification										
2nd Degree and Above		-		-		-	4	80.0	1	20.0
1st Degree	1	10.0	3	30.0		-	3	30.0	3	30.0
HND		-		-		-	2	66.7	1	33.3
OND		-		-		-	2	22.7	5	55.6
WASC		-	2	22.2		-	2	16.7	4	33.3
TTC		-	6	50.0		-	2	100.0		-
Prim. Edu.		-		-		-	2	50.0	2	50.0
Any other		-		-		-	1	33.3	2	66.7
Rank										
All Clerks		-	4	30.8		-	4	30.8		
Exe. Officer		-	1	20.0		-	1	20.0		-
Higher E.O.		-	2	22.2		-	3	33.3		-
Senior E.O.		-	1	33.3		-	1	33.3	1	33.3
Prin. E.O.	1	50.0		-		-	1	50.0		-
Asst. Chief Exe.		-		-		-		-		-
Chief Executive		-		-		-		-	1	100.0
Admin. Asst.		-		-		-		-		-
Admin. Officer		-		-		-	1	20.0	2	40.0
Asst. Registrar		-	1	50.0		-	1	50.0		-
Sen. Asst. Reg.		-		-		-	1	100.0		-
Prin. Asst. Reg.		-		-		-	3	100.0		-
Dept. Registrar		-		-		-		-		-
Registrar		-		-		-		-		-
Typists		-		-		-		-		-

Yrs. of Service								
Below 1 Yr.	-	1	50.0	-		-	1	50.0
1 - 2 Yrs.	-	1	25.0	-	2	50.0	1	25.0
2 - 3 "	-	1	12.5	-	3	37.5	4	50.0
3 - 5 "	-	2	33.3	-	1	16.7	3	50.0
5 -10 "	1 5.6	5	27.8	-	5	44.4	4	22.2
10 -20 "	-	1	10.0	-	4	40.0	5	50.0
20 -Above	-		-	-		-		-
No. of Times Promoted								
0	-	6	30.0	-	6	30.0	8	40.0
1	-	1	16.7	-	3	50.0	2	33.3
2	-	2	20.0	-	4	40.0	4	40.0
3	1 16.7	2	33.3	-	2	33.3	1	16.7
4	-		-	-	2	100.0		-
5	-		-	-		-	2	100.0
6	-		-	-	1	50.0	1	50.0
Marital Status								
Single	-	4	50.0	-	1	12.5	3	37.5
Married	1 2.9	4	11 .4	-	16	45.7	14	40.0
Divorced	-	2	100.0	-		-		-
Widow	-		-	-		-		-
Widower	-	1	100.0	-		-		-
No. of Children								
0	-	6	46.2	-	4	30.8	3	23.1
1	-	1	33.3	-	1	33.3	1	33.3
2	-		-	-		-	4	100 .0
3	1 10.0	2	20.0	-	5	50.0	2	20.0
4	-	1	12.5	-	3	37.5	4	50.0
5	-	1	10.0	-	5	50.0	4	40.0
6 and Above	-		-	-		-		-
Religion								
Christianity	-	9	28.1	-	12	37.5	11	34.4
Islam	-	2	15.4	-	4	30.8	7	53.8
Others	1 50.0		-	-	1	50.0		-
Total	1 2.0	11	22.4	-	18	36.7	18	35.7

Out of 49 1 did not answer this question. 72.4% are not often bored with their job. 24.4% are often bored with their job.

Table 8

Registry Department

Question: 17 I feel fairly well satisfied with my present job.

Age	S/Agree		Agree		Undecided		Disagree		S/Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	1	7.7	-		-		-		-	
21 - 25	3	33.3	9	69.2	1	7.7	1	7.7	1	7.7
26 - 30	4	26.7	6	55.6	-		1	11.1	-	
31 - 35	2	18.2	6	40.0	-		2	13.3	3	20.0
36 - 40		-	7	68.6	-		-		2	18.2
41 -Above		-	1	100.0	-		-		-	
Sex										
Male	9	24.3	20	54.1	1	2.7	3	8.1	4	10.8
Female	1	8.3	8	65.7	-		1	8.3	2	16.7
Qualification										
2nd Degree & Above	2	40.0	3	60.0	-		-		-	
1st Degree	1	10.0	5	50.0	-		1	10.0	3	30.0
HND		-	2	66.7	-		1	33.3	-	
OND	4	40.0	6	60.0	-		-		-	
WASC	2	16.7	4	33.3	1	8.3	2	16.7	3	25.0
TTC		-	2	100.0	-		-		-	
Prim. Edu.		-	4	100.0	-		-		-	
Any other	1	33.3	2	66.7	-		-		-	
Rank										
All Clerks	3	23.1	5	38.5	-		2	15.4	3	23.1
Exe. Officer		-	4	80.0	1	20.0		-		-
Higher E.O.	4	40.0	5	50.0	-		1	10.0		-
Senior E.O.		-	3	100.0	-		-		-	
Prin. E.O.		-	1	50.0	-		-		1	50.0
Asst. Chief Exe.		-	-		-		-		-	
Chief Exe.		-	1	100.0	-		-		-	
Admin Asst.		-	-		-		-		-	
Admin Officer		-	3	60.0	-		1	20.0	1	20.0
Asst. Registrar		-	1	50.0	-		-		1	-
Sen. Asst. Reg.		-	1	100.0	-		-		1	50.0
Prin. Asst. Reg.	1	33.3	2	66.7	-		-		-	
Deputy Reg.		-	1	100.0	-		-		-	
Registrar		-	-		-				-	
Typists	1	100.0	-		-		-		-	

Yrs. of Service in Univ.										
Below 1 yr.		-	1	50.0		-	1	50.0		-
1 - 2 yrs.		-	3	75.0		-		-	1	25.0
2 - 3 "	1	12.5	5	62.5	1	12.5	1	12.5		-
3 - 5 "	1	16.7	4	66.7		-		-	1	16.7
5 -10 "	3	15.8	12	63.2		-	2	10.5	2	10.5
10 -20 "	5	50.0	3	30.0		-		-	2	20.0
20 -Above		-	-			-		-		-
No. of Times Promoted										
0	3	50.0	10.	50.0	1	5.0	4	20.0	2	10.0
1		-	5	83.3		-		-	1	16.7
2	2	20.0	6	60.0		-		-	2	20.0
3	1	14.3	5	71.4		-		-	1	14.3
4	1	50.0	1	50.0		-		-		-
5	2	100.0		-		-		-		-
6	1	50.0	1	50.0		-		-		-
7 and Above		-		-		-		-		-
Marital Status										
Single	1	12.5	5	62.5		-	2	25.0		-
Married	8	22.2	21	58.3	1	2.8	2	5.6	4	11.1
Divorced	1	50.0		-		-		-	1	50.0
Widow		-		-		-		-		-
Widower		-	1	100.0		-		-		-
No. of Chld.										
0	1	7.7	9	69.2	1	7.7	2	15.4		-
1	1	25.0	2	50.0		-		-	1	25.0
2	1	25.0	1	25.0		-		-	2	25.0
3	1	10.0	7	70.0		-	1	10.0	1	10.0
4	4	50.0	2	25.0		-	1	25.5	1	12.5
5	2	20.0	7	70.0		-		-	1	10.0
6 & Above		-		-		-		-		-
Religion										
Christianity	5	15.2	20	60.6	1	3.0	4	12.1	3	9.1
Islam	4	30.8	7	53.8		-		-	2	15.4
Others		-	1	50.0		-		-	1	50.4
Total	10	20.4	28	57.1	1	2.0	4	8.2	6	12.2

All 49 respondents answered this question.
77.5 feel fairly well satisfied with their job. 2% undecided,
20.4% do not feel fairly well satisfied with their job.

Table 9

Registry Department

Question: Most of the time I have to force my myself to go to work.

	S/Agree		Agreed		Undecided		Disagree		S/Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-		-		-		-		-	
21 - 25	1	7.7	2	15.4	1	7.7	5	38.5	4	30.8
26 - 30	-		1	11.1	-		5	55.6	3	33.3
31 - 35	2	13.3	2	13.3	-		3	20.0	8	53.3
36 - 40	-		-		-		4	36.4	7	63.6
41 - Above	-		-		-		1	100.0	-	
Qualification										
2nd Degree & Above	-		-		-		-		5	100.0
1st Degree	-		1	10.0	1	10.0	6	60.0	2	20.0
HND	1	33.3	-		-		-		2	66.7
OND	-		-		-		6	50.0	4	40.0
WASC	1	8.3	4	33.3	-		3	25.0	4	33.3
TTC	1	50.0	-		-		-		1	50.0
Prim. Edu.	-		-		-		2	50.0	2	50.0
Any Other	-		-		-		1	33.3	2	66.7
Rank										
All Clerks	1	7.7	2	15.4	-		5	38.5	5	38.5
Exe. Officers	-		1	20.0	-		-		4	80.0
Higher E.O.	1	10.0	1	10.0	-		4	40.0	4	40.0
Senior E.O.	-		-		-		3	10.0	-	
Prin. E.O.	-		1	50.0	-		-		1	50.0
Asst. Chief Exe	-		-		-		-		-	
Chief Executive	-		-		-		-		1	100.0
Admin Asst.	-		-		-		-		-	
Admin. Officer	-		-		1	20.0	3	50.0	1	20.0
Asst. Registrar	-		-		-		1	50.0	1	50.0
Senior Asst. Reg.	-		-		-		-		1	100.0
Prin. Asst. Reg.	-		-		-		2	66.7	1	33.3
Deputy Reg.	-		-		-		-		1	100.0
Registrar	-		-		-		-		-	
Typists	-		-		-		-		-	

Yrs. of Service In Univ.					
Below 1 Yr.	-	-	50.0	1 50.0	-
1 - 2 Yrs.	1 25.0	1 25.0	-	-	2 50.0
2 - 3 "	-	-	-	4 50.0	4 50.0
3 - 5 "	-	1 16.7	-	3 50.0	2 33.3
5 -10 "	2 10.5	3 15.8	-	8 42.1	6 31.6
10 -20 "	-	-	-	2 20.0	8 80.0
20 -Above	-	-	-	-	-
No. of Times Promoted					
0	3 15.0	2 10.0	1 5.0	6 30.0	8 40.0
1	-	1 16.7	-	4 66.7	1 16.7
2	-	-	-	4 40.0	6 60.0
3	-	2 28.6	-	3 42.9	2 28.6
4	-	-	-	-	2 100.0
5	-	-	-	-	2 100.0
6	-	-	-	1 50.0	1 50.0
7 and Above	-	-	-	-	-
Marital Status					
Single	-	1 12.5	1 12.5	4 50.0	2 25.0
Married	3 8.3	3 8.3	-	11 30.6	19 52.8
Divorced	-	1 50.0	-	1 50.0	-
Widow	-	-	-	-	-
Widower	-	-	-	1 100.0	-
No. of Chld.					
0	-	2 15.4	1 7.7	6 46.2	4 30.8
1	-	1 25.0	-	2 50.0	1 25.0
2	1 25.0	-	-	1 25.0	2 50.0
3	1 10.0	1 10.0	-	5 50.0	3 30.0
4	1 12.5	-	-	2 25.0	5 62.5
5	-	1 10.0	-	2 20.0	7 70.0
6 and Anove	-	-	-	-	-
Religion					
Christianity	3 9.1	4 12.1	-	13 39.4	13 39.4
Islam	-	-	1 7.7	4 30.8	8 61.5
Others	-	1 50.0	-	1 50.0	-
Total	3 6.1	5 10.2	1 2.0	18 36.7	22. 44.9

All 49 respondents answered the question. 81.6% do not have to force themselves to go to work most of the time. 16.3 have to, 2.6% are undecided.

Table 10
Registry Department

Question:19 I am disappointed that I ever took this job.

Age	S/ Agree		Agree		Undecided		Disagree		S/Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-		-		-		-		-	
21 - 25	1	7.7			-		7	53.3	5	33.5
26 - 30	-		1	11.1	-		3	33.3	6	55.6
31 - 35	1	6.7	1	6.7	6	33.3	2	13.3	6	40.0
36 - 40	-		1	9.1	-		5	45.6	5	45.5
41 - Above	-		-		-		1	100.0	-	
Sex										
Male	2	5.4	1	2.7	4	10.8	14	37.8	15	43.2
Female	-		2	16.7	1	8.3	4	33.3	3	41.7
Qualification										
2nd Degree % Above	-		-		-		2	40.0	3	60.0
1st Degree	1	10.0	2	20.0	1	10.0	3	30.0	3	30.0
HND	-		-		2	66.7	-		1	33.3
OND	-		-		-		5	50.0	5	50.0
WASC	1	8.3	-		1	8.3	3	25.0	7	58.3
TTC	-		-		-		2	100.0	-	
Prim. Edu.	-		1	25.0	1	25.0	1	25.0	1	25.0
Any Other	-		-		-		2	66.7	1	33.3
Rank										
All Clerks	1	7.7	-		2	15.4	4	30.8	6	46.2
Exe. Officer	-		1	20.0	-		2	40.0	2	40.0
Higher E.O.	-		-		1	10.0	5	50.0	4	40.0
Senior E.O.	-		-		-		1	33.3	2	66.7
Prin. E.O.	-		1	50.0	1	50.0	-		-	
Asst. Chief Exe.	-		-		-		-		-	
Chief Exe.	-		-		-		-		1	100.0
Admin. Asst.	-		-		-		-		-	
Admin. Officer	-		-		1	20.0	2	40.0	2	40.0
Asst. Reg.	-		1	50.0	-		1	50.0	-	
Senior Asst.Reg.	-		-		-		1	100.0	-	
Prin. Asst. Reg.	1	33.3	-		-		1	33.3	1	33.3
Deputy Reg.	-		-		-		-		1	100.0
Registrar	-		-		-		-			
Typists	-		-		-		-			

Yrs. of Service In Univ.					
Below 1 Yr.	1 50.0	-	-	1 50.0	-
1 - 2 Yrs.	-	-	-	3 75.0	1 25.0
2 - 3 "	-	1 12.5	-	3 37.5	4 50.0
3 - 5 "	-	1 16.7	-	1 16.7	4 66.7
5 - 10 "	1 5.3	1 5.3	4 21.1	7 36.8	6 31.6
10 - 20 "	-	-	1 10.0	3 30.0	6 60.0
20 - Above	-	-	-	-	-
No. of Times Promoted					
0	1 50.0	2 10.0	2 10.0	7 35.0	8 40.0
1	-	-	1 16.7	2 33.3	3 50.0
2	-	-	2 20.0	4 40.0	4 40.0
3	1 14.3	1 14.3	-	3 42.9	2 28.5
4	-	-	-	-	2 100.0
5	-	-	-	1 50.0	1 50.0
6	-	-	-	1 50.0	1 50.0
7 and Above	-	-	-	-	-
Marital Status					
Single	1 25.5	-	-	2 25.0	5 62.5
Married	1 2.8	2 5.6	5 13.9	14 36.9	14 38.9
Divorced	-	1 50.0	-	-	1 50.0
Widow	-		-	-	-
Widower	-	-	-	1 100.0	-
No. of Chld.					
0	1 7.7	-	-	6 46.2	6 46.2
1	-	1 25.0	-	2 50.0	1 25.0
2	-	-	-	1 25.0	3 75.0
3	1 10.0	2 20.0	1 10.0	5 50.0	1 10.0
4	-	-	3 37.5	2 25.0	3 37.5
5	-	-	1 10.0	2 20.0	7 70.0
6 & Above	-	-	-	-	-
Religion					
Christianity	1 3.0	2 6.1	4 12.1	13 39.4	13 39.4
Islam	-	-	1 7.7	5 38.5	7 53.8
Others	1 50.0	1 50.0	-	-	-
Total	2 4.1	3 6.1	5 10.2	18 36.7	21 42.9

All 49 answered this question. 79.6% are not dissappointed that they ever took the job, while 10.2% are dissappointed.

Table 11

Registry Department

Question 26 I am satisfied with the manner in which my work is being supervised.

Age	S/Agree		Agree		Undecided		Disagree		S/Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-		-		-		-		-	
21 - 25	3	23.1	7	53.8	-		3	33.1	-	
26 - 30	3	33.3	4	44.4	1	11.1	1	11.1	-	
31 - 35	1	6.7	11	73.3	1	6.7	-		2	13.3
36 - 40	-		9	81.8	1	9.1	-		1	9.1
41 - Above	-		1	100.0	-		-		-	
Sex										
Male	5	13.5	25	67.5	1	2.7	3	8.1	3	8.1
Female	2	16.7	7	58.3	2	16.7	1	8.3	-	
Qualification										
2nd Degree & Above	-		4	80.0	1	20.0	-		-	
1st Degree	-		1	100.0	-		-		-	
HND	1	33.3	1	33.3	1	33.3	-		-	
OND	2	20.0	6	60.0	-		1	10.0	1	10.0
WASC	3	25.0	3	25.0	1	8.3	3	25.0	2	16.7
TTC	-		2	100.0	-		-		-	
Prim. Edu.	-		4	100.0	-		-		-	
Any Other	1	33.3	2	66.7	-		-		-	
Rank										
All Clerks	4	30.8	5	33.5	1	7.7	1	7.7	2	15.4
Executive Of.	-		4	80.0	-		1	20.0	-	
Higher E.O.	1	10.0	5	50.0	1	10.0	2	20.0	1	10.0
Sen. E.O.	1	33.3	2	66.7	-		-		-	
Prin. E.O.	-		2	100.0	-		-		-	
Asst.Chief Executive	-		-		-		-		-	
Chief Exe.	1	100.0	-		-		-		-	
Admin. Off.	-		5	100.0	-		-		-	
Asst. Reg.	-		2	100.0	-		-		-	
Sen. Asst.Reg.	-		3	100.0	-		-		-	
D/Registrar	-		-		-		-		-	
Registrar	-		-		-		-		-	
Typists	-		-		-		-		-	

Yrs. of Service In Univ.										
Below 1 Yr.		-	1	50.0		-	1	50.0		-
1 - 2 Yrs.	1	25.0	2	50.0		-	1	25.0		-
2 - 3 "	1	12.5	5	62.5	1	25.0	1	12.5		-
3 - 5 "	2	33.3	4	66.7		-		-		-
5 -10 "	2	10.0	15	78.9	1	5.3	1	5.3		-
10 -20 "	1	10.0	5	50.0		-		-	3	30.0
20 -Above		-		-		-		-		-
No. of Times Promoted										
0	3	15.0	12	60.0	2	10.0	3	15.0		-
1	2	33.3	4	66.7		-		-		-
2	2	20.0	6	60.0		-		-	2	20.0
3		-	5	85.7		-	1	14.3		-
4		-	1	50.0	1	50.0		-		-
5		-	1	50.0		-		-	1	50.0
6		-	2	100.0		-		-		-
7 & Above		-		-		-		-		-
Marital Status										
Single	1	12.5	4	50.0	1	12.5	2	25.0		-
Married	5	13.9	24	66.7	2	5.6	2	5.6	3	8.3
Divorced	1	50.0	1	50.0		-		-		-
Widow		-		-		-		-		-
Widower		-	1	100.0		-		-		-
No. of Chld.										
0	2	15.4	7	53.8	1	7.7	3	23.1		-
1	1	25.0	3	75.0		-		-		-
2	1	25.0	3	75.0		-		-		-
3		-	9	90.0		-	1	10.0		-
4	1	12.5	4	50.0	1	12.5		-	2	25.0
5	2	20.0	6	60.0	1	10.0		-	1	10.0
6 and Above		-		-		-		-		-
Total	2	4.1	3	6.1	5	10.2	18	36.7	21	42.9

All 49 respondents answered this questions. 73.6% are dissatisfied with the way their job is being supervised, 10.2% are satisfied, 10.2% undecided.

Table 21

Registry Department

Question: 29 I enjoy working with my associates.

Age	S/Agree		Agree		Undecided		Disagree		S/Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20		-		-		-		-		-
21 - 25	4	30.8	8	61.5	1	7.7		-		-
26 - 30	4	60.0	3	37.5		-	1	12.5		-
31 - 35	4	23.6	6	42.9	2	14.3	1	7.7	1	7.7
36 - 40		-	9	31.3		-	2	13.2		-
41 - Above		-	1	100.0		-		-		-
Sex										
Male	9	25.0	22	61.1	2	5.6	3	8.3		-
Female	3	27.3	5	45.5	1	9.1	1	9.1	1	9.1
Qualification										
2nd Degree % Above		-	3	60.0		-	2	40.0		-
1st Degree		-	8	80.0		-	1	10.0	1	10.0
HND	1	33.3	1	33.3	1	33.3		-		-
OND	5	50.0	4	40.0		-	1	10.0		-
W ASC	4	36.4	5	45.5	2	18.2		-		-
TTC		-	2	100.0		-		-		-
Prim. Edu.	1	33.3	2	66.7		-		-		-
Any Other	1	33.3	2	66.7		-		-		-
Rank										
All Clerks	6	46.2	5	38.5	2	15.4		-		-
Exe. Officer		-	3	100.0		-		-		-
Higher E.O.	4	40.0	4	40.0	1	10.0	1	10.0		-
Sen. E.O.		-	3	100.0		-		-		-
Prin. E.O.		-	1	50.0		-		-		-
Asst. Chief.Exe.		-		-		-		-		-
Chief Exe.	1	100.0		-		-		-		-
Admin Asst.		-		-		-		-		-
Admin Officer		-		-		-		-		-
Asst. Reg.		-		-		-	2	100.0		-
Senior Asst. Registrar		-	1	100.0		-		-		-
Prin.A/Reg.		-	2	66.7		-	1	33.3		-
Deputy Reg.		-	1	100.0		-		-		-
Registrar		-		-		-		-		-
Typists		-		-		-		-		-

Yrs. of Service in Univ.	S/Agree	Agree	Undecided	Disagree	S/Disagree
Below 1 Yr.	1 50.0	1 50.0	-	-	-
1 - 2 Yrs.	-	2 50.0	1 25.0	1 25.0	-
2 - 3 "	2 28.6	5 71.4	-	-	-
3 - 5 "	3 50.0	2 33.3	-	1 16.7	-
5 -10 "	3 16.7	12 66.7	1 5.6	1 5.6	1 5.6
10 -20 "	3 30.0	5 50.0	1 10.0	1 10.0	-
20 & Above	-	-	-	-	-
No. of Times Promoted					
0	6 31.6	9 47.4	2 10.5	2 10.5	-
1	1 16.7	5 83.3	-	-	-
2	2 20.0	7 70.0	1 10.0	-	-
3	1 16.7	3 50.0	-	1 16.7	-
4	-	1 50.0	-	-	-
5	1 50.0	1 50.0	-	-	-
6	1 50.0	1 50.0	-	-	-
7 & Above	-	-	-	-	-
Marital Status					
Single	2 25.0	6 75.0	-	-	-
Married	9 26.5	18 52.9	3 8.3	3 8.8	1 2.9
Divorced	1 50.0	-	-	1 50.0	-
Widow	-	-	-	-	-
Widower	-	1 100.0	-	-	-
No. of Chld.					
0	3 25.0	8 66.7	-	1 8.3	-
1	2 50.0	-	-	2 50.0	-
2	1 25.0	2 50.0	1 25.0	-	-
3	-	8 88.9	-	-	1 11.1
4	3 37.5	3 37.5	2 25.0	-	-
5	3 30.0	6 60.0	-	1 10.0	-
6 & Above	-	-	-	-	-
Religion					
Christianity	6 19.4	20. 64.5	2 6.5	3 9.7	-
Islam	6 46.2	6 46.2	1 7.7	-	-
Others	-	1 50.0	-	-	1 50.0

Table 22

Registry Department

Question: 30 I am satisfied with the salary structure of my work.

Age	S/Agree		Agree		Undecided		Disagree		S/Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	&
Below 20		-		-		-		-		-
21 - 25	5	33.3	7	53.3	1	7.7		-		-
26 - 30	3	33.3	5	55.5		-		-		-
31 - 35	2	13.3	6	40.6	2	13.3	1	6.7	4	26.7
36 - 40	1	9.1	5	45.5	2	18.2	1	9.1	2	18.2
41 - Above		-	1	100.0		-		-		-
Sex										
Male	8	21.6	18	48.6	2	5.4	2	5.4	7	18.7
Female	3	25.0	6	50.0	3	25.0		-		-
Qualification										
2nd Degree & Above	1	20.0	2	40.0		-		-	2	40.0
1st Degree	1	10.3	3	30.0	3	30.0	1	10.0	2	20.0
HND	1	33.3	1	33.3	1	33.3		-		-
OND	3	30.3	6	60.0		-	1	10.0		-
WASC		-	5	41.7	1	8.3		-	2	16.7
TTC		-	2	100.0		-		-		-
Prim. Edu.	1	25.0	2	50.0		-		-	1	25.0
Any Other		-	3	100.0		-		-		-
Rank										
All Clerks	4	30.3	5	33.7	1	7.7		-	3	23.1
Exe. Officer	1	20.0	4	80.0		-		-		-
Higher E.O.	1	10.0	6	60.0	1	10.0	2	20.0		-
Sen. E.O.	2	66.7	1	33.3		-		-		-
Prin. E.O.		-	1	50.0	1	50.0		-		-
Asst. Chief Exe.		-		-		-		-		-
Admin. Asst.		-		-		-		-		-
Admin. Officer		-	2	40.0	1	20.0		-	2	40.0
Asst. Registrar		-	1	50.0		-		-	1	50.0
Senior A/Reg.		-	1	100.0		-		-		-
Prin. Asst. Reg.	1	33.3	1	33.3	1	33.3		-		-
Deputy Reg.	1	100.0		-		-		-		-
Registrar		-		-		-		-		-
Typists		-		-		-		-		-

Yrs. of Service in Univ.										
Below 1 Yr.		-		1	50.0	1	50.0		-	-
1 - 2 Yrs.	1	25.0		2	50.0		-		-	1 50.0
2 - 3 "	3	37.5		3	37.5	1	12.5		-	1 12.5
3 - 5 "	3	50.0		3	50.0		-		-	-
5 - 10 "	3	15.8		9	47.4	3	15.8	1	5.3	3 15.8
10 - 20 "	1	10.0		6	60.0		-	1	10.0	2 20.0
20 - Above		-			-		-		-	-
No. of Times Promoted										
0	6	30.0		8	40.0	3	15.0		-	3 15.0
1	2	33.3		2	33.3		-		-	2 33.3
2	1	10.0		6	60.0	1	10.0	1	10.0	1 10.0
3	1	14.3		5	71.4	1	14.3		-	-
4	1	50.0		1	50.0		-		-	-
5		-			-		-	1	50.0	1 50.0
6		-		2	100.0		-		-	-
Marital Status										
Single	3	37.5		3	37.5	1	12.5		-	1 12.5
Married	7	19.4		18	50.0	4	11.1	2	5.6	5 13.9
Divorced	1	50.0		1	50.0		-		-	-
Widow		-			-		-		-	-
Widower		-		1	100.0		-		-	-
No. of Chld.										
0	4	30.8		6	46.2	1	7.7		-	2 15.4
1		-		4	100.0		-		-	-
2	2	50.0		1	25.0		-		-	1 25.0
3	1	10.0		6	60.0	1	10.0	1	10.0	1 10.0
4	-			2	25.0	2	25.0	1	12.5	3 37.5
5	4	40.0		5	50.0	1	10.0		-	-
6 & Above		-			-		-		-	-
Religion										
Christianity	7	21.2		15	45.5	4	12.1	2	6.1	5 15.2
Islam	3	23.1		8	61.5		-		-	2 15.4
Others	1	50.0			-	1	50.0		-	-
Total	11	22.4		24	49.0	5	10.2	2	4.1	7 14.3

71.4% are satisfied with the salary structure of their job, while 18.4% are not satisfied.

Tabl 14

Registry Department

Question: 23 I am proud of my organisation/university.

Age	S/Agree		Agree		Undecided		Disagree		S/Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20		-		-		-		-		-
21 - 25	5	33.5	5	33.5	2	15.4	1	7.7		-
26 - 30	5	55.6	3	33.3		-	1	11.1		-
31 - 35	4	26.7	7	46.7	2	13.3	1	6.7	1	6.7
36 - 40	4	36.4	6	54.5		-		-	1	9.1
41 - Above		-	1	100.0		-		-		-
Sex										
Male	15	40.5	15	40.5	3	8.1	2	5.4	2	5.4
Female	3	25.0	7	58.3	1	8.3	1	8.3		-
Qualification										
2nd Degree & Above	1	20.0	2	40.0	1	20.0		-	1	20.0
1st Degree	4	40.0	4	40.0	2	20.0		-		-
HND	1	33.3	2	66.7		-		-		-
OND	4	40.0	5	50.0		-	1	10.0		-
WASC	5	41.7	2	100.0	1	8.3	2	16.7	1	8.3
TTC		-	3	25.0		-		-		-
Prim. Edu.	2	50.0	2	50.0		-		-		-
Any Other	1	33.3	2	66.7		-		-		-
Rank										
All Clerks	5	38.5	5	38.5	1	7.7	1	7.7	1	7.7
Exe. Officer	2	40.0	2	40.0		-	1	20.0		-
Higher E.O.	4	40.0	5	50.0		-	1	10.0		-
Senior E.O.	2	66.7	1	33.3		-		-		-
Prin. E.O.		-	2	100.0		-		-		-
Asst. Chief Exe.		-		-		-		-		-
Chief Exe.	1	100.0		-		-		-		-
Admin Asst.		-		-		-		-		-
Admin Officer	2	40.0	1	20.0	2	40.0		-		-
Asst. Reg.	1	50.0	1	50.0		-		-		-
Sen. Asst. Reg.		-	1	100.0		-		-		-
Prin. Asst. Reg.	1	33.3	1	33.3	1	33.3		-		-
Deputy Reg.		-	1	100.0		-		-		-
Registrar		-		-		-		-		-
Typists		-		-		-		-		-

Yrs. of Service In Univ.										
Below 1 Yr.	1	50.0		-	1	50.0		-		-
1 - 2 Yrs.	2	50.0	1	25.0		-	1	25.0		-
2 - 3 "	3	37.5	5	62.5		-		-		-
3 - 5 "	4	66.7	1	16.7	1	16.7		-		-
5 - 10 "	5	26.3	11	57.9	1	5.3	2	10.5		-
10 - 20 "	3	30.0	4	40.0	1	10.0		-	2	20.0
20 - Above		-		-		-		-		-
No. of Times Promoted										
0	8	40.0	9	45.0	2	10.0	1	5.0		-
1	3	50.0	2	33.3	1	16.7		-		-
2	5	50.0	4	40.0		-		-	1	10.0
3	1	14.3	4	57.1		-	2	28.6		-
4		-	1	50.0	1	50.0		-		-
5		-	1	50.0		-		-	1	50.0
6	1	50.0	1	50.0		-		-		-
7 and Above	1	50.0	1	50.0		-		-		-
Marital Status										
Single	4	50.0	3	37.5	1	12.5		-		-
Married	11	30.6	17	47.2	3	8.3	3	8.3	2	5.6
Divorced	1	50.0	1	50.0		-		-		-
Widow		-		-		-		-		-
Widower		-	1	100.0		-		-		-
No. of Chld.										
0	6	46.2	5	38.5	1	7.7	1	7.7		-
1	1	25.0	2	50.0	1	25.0		-		-
2	3	75.0		-		-	1	25.0		-
3	3	30.0	5	50.0	1	10.0	1	10.0		-
4	1	12.5	5	62.5		-		-	2	25.0
5	4	40.0	5	50.0	1	10.0		-		-
6 & Above		-		-		-		-		-
Religion										
Christianity	10	30.3	17	51.5	2	6.1	3	9.1	1	3.0
Islam	7	53.8	4	30.8	1	7.7		-	1	7.7
Others	1	50.0	1	50.0		-		-		-
Total	18	36.7	22	44.9	4	8.2	3	6.1	2	4.1

81% are proud of their organization while 10.2 are not.

Table 15

Registry Department

Question: Management/Administration of my organization is OK.

Age	S/Agree		Agree		Undecided		Disagree		S/Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20		-		-		-		-		-
21 - 25	5	33.5	2	15.4	4	30.8	2	15.4		-
26 - 30		-	2	25.0	2	25.0	2	25.0	2	25.0
31 - 35	1	6.7	5	33.3	3	20.0	2	13.3	4	26.7
36 - 40		-	4	36.4	4	36.4	2	18.2	1	9.1
41 - Above		-	1	100.0		-		-		-
Sex										
Male	5	13.9	11	30.6	9	25.0	5	13.9	6	16.7
Female	1	8.3	3	25.0	4	33.3	3	25.0	1	8.3
Qualification										
2nd Degree & Above		-	1	20.0	3	50.0	1	20.0		-
1st Degree		-	5	50.0	3	30.0	1	10.0	1	10.0
HND	1	33.3	1	33.3		-		-	1	33.3
OND		-	2	20.0	4	40.0	2	20.0	2	20.0
WASC	5	41.7	1	8.3	1	8.3	3	25.0	2	16.7
TTC		-	2	100.0		-		-		-
Prim. Edu.		-	1	33.3	1	33.3		-		-
Any Other		-	1	33.3	1	33.3		-	1	33.3
Rank										
All Clerks	3	23.1	2	15.4	2	15.4	3	23.1	3	23.1
Exe. Officer	1	25.0	1	25.0	1	25.0	1	25.0		-
Higher E.O.	1	10.0	1	10.0	3	30.0	2	20.0	3	30.0
Sen. E.O.		-	2	66.7	1	33.3		-		-
Prin. E.O.		-	1	50.0	1	50.0		-		-
Asst. Chief Exe.		-		-		-		-		-
Chief Exe.	1	100.0		-		-		-		-
Admin. Asst.		-		-		-		-		-
Admin. Officer		-	3	60.0	2	40.0		-		-
Asst. Reg.		-	1	50.0	1	50.0		-		-
Sen. Asst. Reg.		-		-	1	100.0		-		-
Prin. Asst. Reg.		-	1	33.3		-	2	66.7		-
Deputy Registrar		-		-	1	100.0		-		-
Registrar		-		-		-		-		-
Typists		-		-		-		-		-

49

Yrs. of Service In Univ.									
Below 1 Yr.	1	50.0		-	1	50.0		-		-
1 - 2 Yrs.	2	50.0		-	2	50.0		-		-
2 - 3 "	2	28.6	1	14.3	3	42.9		-	1	14.3
3 - 5 "		-	2	33.3	3	50.6	1	16.7		-
5 - 10 "	1	5.3	8	42.1	2	10.5	5	26.3	3	15.8
10 - 20 "		-	3	30.0	2	20.0	2	20.0	3	30.0
20 - Above		-		-		-		-		-
No. of Times Promoted										
0	5	26.3	4	21.1	7	36.8	1	5.3	2	10.5
1		-	3	50.0	3	50.0		-		-
2	1	10.0	3	30.0		-	3	30.3	3	30.0
3		-	2	28.6	1	14.3	3	42.9	1	14.3
4		-		-	1	50.0	1	50.0		-
5		-	1	50.0		-		-	1	50.0
6		-	1	50.0	1	50.0		-		-
7 and Above		-		-		-		-		-
Marital Status										
Single	3	37.5	1	12.5	3	37.5		-	1	12.5
Married	3	8.6	9	27.7	10	28.6	7	20.0	6	17.1
Divorced		-	2	100.0		-		-		-
Widow		-		-		-		-		-
Wodower		-		-		-	1	100.0		-
No. of Chld.										
0	4	30.8	1	7.7	5	38.5	2	15.4	1	7.7
1		-	1	25.0	2	50.0	1	25.0		-
2	1	25.0	2	50.0	1	25.0		-		-
3		-	5	55.6	2	22.2	1	11.1	1	11.1
4		-	1	12.5	1	12.5	1	12.5	5	62.5
5	1	10.00	4	40.0	2	20.0	3	30.0		-
6&Above		-		-		-		-		-
Religion										
Christianity	5	15.6	9	28.1	7	21.9	7	21.9	4	12.5
Islam	1	7.7	4	30.8	5	38.5		-	3	23.1
Others		-	1	50.0	1	50.0		-		-
Total	6	12.2	14	28.6	13	26.3	8	16.3	7	14.3

Out of 49 respondents one did not answer this question. 40.8% agree that management of the organisation is OK, while 30.6% disagree.

Table 75

Registry Department

Question: 33 I feel secure to work in the organisation.

Age	S/Agree		Agree		Undecided		Disagree		S/Disagree	
Below 20	-		-		-		-		-	
21 - 25	6	46.2	5	33.5	1	7.7	1	7.7	-	
26 - 30	1	11.1	4	44.4	1	11.1	2	22.2	1	11.1
31 - 35	2	13.3	3	53.3	-		3	20.0	2	13.3
36 - 40	1	9.1	6	54.5	2	27.3	-		1	9.1
41 - Above	-		1	100.0	-		-		-	
Sex										
Male	9	24.3	18	48.6	2	5.4	4	10.8	4	10.8
Female	1	8.3	6	50.0	3	25.0	2	16.7	-	
Qualification										
2nd Degree and Above	1	20.0	3	60.0	1	20.0	-		-	
1st Degree	1	10.0	5	50.0	2	20.0	1	10.0	1	10.0
HND	-		2	66.7	-		1	33.3	-	
OND	3	30.0	4	40.0	1	10.0	1	10.0	1	10.0
W ASC	4	33.3	4	33.3	-		2	16.7	2	16.7
TTC	-		1	50.0	1	50.0	-		-	
Prim. Edu.	1	25.0	3	75.0	-		-		-	
Any Other	-		2	66.7	-		1	33.3	-	
Rank										
All Clerks	4	30.8	5	38.5	-		2	15.4	2	15.4
Exe. Officer	1	20.0	2	40.0	1	20.0	1	20.0	-	
Higher E.O.	2	20.0	4	40.0	1	10.0	1	10.0	2	20.0
Senior E.O.	1	33.3	6	66.7	-		-		-	
Prin. E.O.	-		1	50.0	-		1	50.0	-	
Asst. Chief Exe	-		-		-		-		-	
Chief E.O.	-		1	100.0	-		-		-	
Admin. Asst.	-		-		-		-		-	
Admin. Officer	-		3	60.3	1	20.0	1	20.0	-	
Asst. Registrar	-		2	100.0	-		-		-	
Sen. Asst. Reg.	-		1	100.0	-		-		-	
Prin. Asst. Reg	1	33.3	1	33.3	1	33.3	-		-	
Deputy Reg.	-		-		1	100.0	-		-	
Registrar	-		-		-		-		-	
Typists	-		-		-		-		-	

Yrs. of Service in Univ.												
Below 1 Yr.	1	50.0		-		1	50.0		-			-
1 - 2 Yrs.	1	25.0		3	75.0		-		-			-
2 - 3 "	2	25.0		4	50.0		1	12.5	-		1	12.5
3 - 5 "	3	50.0		2	33.3		-		1	16.7		-
5 - 10 "	1	5.3		11	57.9		2	10.5	4	21.1	1	5.3
10 - 20 "	2	20.0		4	40.0		1	10.0	1	10.0	2	20.0
20 - Above		-			-			-		-		-
No. of Times Promoted												
0	6	30.0		10	50.0		2	10.0	1	50.0	1	50.0
1	1	16.7		4	66.7			-	1	16.7		-
2		-		5	50.0		1	10.0	2	20.0	2	20.0
3	1	14.3		3	42.9		1	14.3	2	28.6		-
4		-		1	50.0		1	50.0		-		-
5	1	50.0			-			-		-	1	50.0
6	1	50.0		1	50.0			-		-		-
7 & Above		-			-			-		-		-
Marital Status												
Single	3	37.5		3	37.5		1	12.5		-	1	12.5
Married	7	19.4		16	44.4		4	11.1	6	16.7	3	8.3
Divorced		-		2	100.0			-		-		-
Widow		-			-			-		-		-
Widower		-		1	100.0			-		-		-
No. of Children.												
0	4	30.8		5	38.5		2	15.4	1	7.7	1	7.7
1	1	25.0		2	50.0			-	1	25.0		-
2	2	50.0		2	50.0			-		-		-
3	1	10.0		6	60.0			-	2	20.5	1	10.0
4	1	12.5		3	37.5		1	12.5	1	12.5		
5	1	10.0		6	60.0		2	20.0	1	10.0		-
6 & Above		-			-			-		-		-
Religion												
Christianity	7	21.2		15	45.5		3	9.1	1	15.2	3	9.1
Islam	2	15.4		7	53.8		2	15.4	1	7.7	1	7.7
Others	1	50.0		1	50.0			-		-		-
Total	10	20.4		24	49.0		5	10.2	5	12.2	4	8.2

All 49 answered this question. 69.4% feel secure in the organisation while 20.4% do not feel secure.

Table 17

Registry Department

Question:26 I feel secure in my job.

Age	S/Agree		Agree		Undecided		Disagree		S/Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20		-		-		-		-		-
21 - 25	6	46.2	5	38.5	1	7.7	1	7.7		-
26 - 30		-	7	77.8	1	11.1	1	11.1		-
31 - 35	1	6.7	8	53.3		-	4	26.7	2	13.3
36 - 40	1	9.1	6	15.5	5	45.5		-		-
41 - Above		-	1	100.0		-		-		-
Sex										
Male	7	18.9	22	59.5	3	8.1	3	8.1	2	5.4
Female	1	8.3	4	33.3	4	33.3	3	25.0		-
Qualification										
2nd Degree & Above	1	20.0	3	60.0	1	20.0		-		-
1st Degree	1	10.0	4	40.0	4	40.0	1	10.0		-
HND		-	1	33.3		-	2	66.7		-
OND	1	10.0	7	70.0	1	10.0		-	1	10.0
WASC	4	33.3	5	41.7		-	2	16.7	1	8.3
TTC		-	1	50.0	1	50.0		-		-
Prim. Edu.	1	25.0	3	75.0		-		-		-
Any Other		-	2	66.7		-	1	33.3		-
Rank										
All Clerks	4	30.8	6	46.2		-	2	15.4	1	7.7
Exe. Officer	1	20.0	2	40.0	1	20.0	1	20.0		-
Higher E.O.		-	7	70.0	1	10.0	1	10.0	1	10.0
Sen. E.O.	1	33.3	2	66.7		-		-		-
Prin. E.O.		-	1	50.0		-	1	50.0		-
Asst. C/Exe.		-		-		-		-		-
Chief Exe.		-	1	100.0		-		-		-
Admin. Asst.		-		-		-		-		-
Admin. Officer		-	2	40.0	2	40.0	1	20.0		-
Asst. Registrar		-	1	50.0	1	50.0		-		-
Sen. Asst. Reg.		-	1	100.0		-		-		-
Prin. Asst. Reg.	1	33.3	1	33.3	1	33.3		-		-
Deputy Reg.		-		-	1	100.0		-		-
Registrar		-		-		-		-		-
Typists		-		-		-		-		-

Yrs. of Service In Univ.										
Below 1 Yr.		-		-		-	2	100.0		-
1 - 2 Yrs.	1	25.0	1	25.0	1	25.0	1	25.0		-
2 - 3 "	2	37.5	2	25.0	1	12.5	2	25.0		-
3 - 5 "	1	16.7	2	33.3	1	16.7	1	16.7	1	16.7
5 - 10 "	4	21.1	7	36.8	1	5.3	4	21.1	3	15.8
10 - 20 "	1	10.0	4	40.0	2	20.0	1	10.0	2	20.0
No. of Times Promoted.										
0	5	25.0	6	30.0	3	15.0	5	30.0		-
1	1	16.7	3	50.0		-	1	16.7	1	16.7
2	3	30.0	2	20.0		-	2	20.0	3	30.0
3	1	14.3	2	23.6	1	14.3	1	14.3	2	28.5
4		-		-	1	50.0	1	50.0		-
5		-	2	100.0		-		-		-
6		-	1	50.0	1	50.0		-		-
7 and Above		-		-		-		-		-
Marital Status										
Single	1	12.5	4	50.0		-	2	25.0	1	12.5
Married	8	22.2	9	25.0	6	25.0	8	22.2	5	13.9
Divorced		-	2	100.0		-		-		-
Widow		-		-		-		-		-
Widower		-		-		-	1	100.0		-
No. of Chldn.										
0	3	23.1	3	23.1		-	5	38.5	5	15.4
1		-	2	50.0	1	25.0	1	25.0		-
2	1	25.0	2	50.0	1	25.0		-		-
3	1	10.0	4	40.0	1	10.0	3	30.0	1	10.0
4	2	25.0	3	37.5		-	1	12.5	2	25.0
5	3	30.0	2	20.0	3	30.0	1	10.0	1	10.0
6 and Above		-		-		-		-		-
Religion										
Christianity	7	21.2	12	36.4	2	6.1	8	24.2	4	12.1
Islam	3	23.1	3	23.1	3	23.1	2	15.4	2	15.4
Others		-	1	50.0		-	1	50.0		-
Total	10	20.4	16	32.7	6	12.2	11	22.4	6	12.2

All 49 answered the question, 53.1% said the training and educational facilities are quite adequate for improving their skill, while 34.6% disagree.

Table 18

Registry Department

Question: The training and educational facilities are quite adequate for improving our skill.

Age	S/Agree		Agree		Undecided		Disagree		S/Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20		-		-		-		-		-
21 - 25	4	30.8	4	30.8		-	4	30.8	1	7.7
26 - 30		-	4	44.4	1	11.1	2	22.2	2	22.2
31 - 35	4	26.7	4	26.7	2	13:3	2	13.3	3	20.0
36 - 40	2	18.2	3	27.3	3	27.3	3	27.3		-
41 - Above		-	1	100.0		-		-		-
Sex										
Male	9	24.3	10	27.0	5	13.5	8	21.6	5	13.5
Female	1	8.3	6	50.0	1	8.3	3	25.0	1	8.3
Qualification										
2nd Degree & Above		-	1	20.0	2	40.0	2	40.0		-
1st Degree	1	10.0	4	40.0	1	10.0	4	40.0		-
HND	1	33.3	1	33.3		-		-	1	33.3
OND	1	10.0	4	40.0	2	20.0	1	10.0	2	20.0
WASC	4	33.3	3	25.0		-	3	25.0	2	16.7
TTC	1	50.0		-	1	50.0		-		-
Prim. Edu.	2	50.0	1	25.0		-	1	25.0		-
Any Other		-	2	66.7		-		-	1	33.3
Rank										
All Clerks	5	38.5	3	23.1		-	3	23.1	2	
Exe. Officer	1	20.0	1	20.0	1	20.0	1	20.0	1	20.0
Higher E.O.		-	6	60.0	2	20.0	1	10.0	1	10.0
Sen. E.O.		-	2	66.7		-		-	1	33.3
Prin. E.O.		-	1	50.0		-		-	1	50.0
Asst. C/Exe.		-		-		-		-		-
Chief Exe.	1	100.0		-		-		-		-
Admin. Asst.		-		-		-		-		-
Admin. Offier	1	20.0	1	20.0	1	20.0	2	40.0		-
Asst. Reg.		-	1	50.0		-	1	50.0		-
Sen. Asst. Reg.		-		-	1	100.0		-		-
Prin. Asst. Reg.		-		-	1	33.3	2	66.7		-
Deputy Reg.		-		-		-	1	100.0		-
Registrar		-		-		-		-		-
Typists		-		-		-		-		

Yrs. of Service in Univ.											
Below 1 Yr.	1	50.0		-	1	50.0		-			-
1 - 2 Yrs.	1	25.0	3	75.0		-		-			-
2 - 3 "	2	25.0	5	62.5	1	12.5		-			-
3 - 5 "	2	33.3	2	33.3	1	16.7	1	16.7			-
5 - 10 "	1	5.3	11	57.9	3	15.8	4	21.1			-
10 - 20 "	1	10.0	5	50.0	1	10.0	1	10.0	2		20.0
20 0 Above		-		-		-		-			-
No. of Times Promoted											
0	5	25.0	10	50.0	3	15.0	2	10.0			-
1	1	16.7	4	66.7		-	1	16.7			-
2		-	6	60.0	1	10.0	2	20.0	1		10.0
3	1	14.3	3	42.9	2	28.6	1	14.3			-
4		-	1	50.0	1	50.0		-			-
5	1	50.0		-		-		-	1		50.0
6		-	2	100.0		-		-			-
7 and Above		-		-		-		-			-
No. of Chld.											
0	4	30.8	7	53.8	1	7.7	1	7.7			-
1		-	2	50.0	1	25.0	1	25.0			-
2	1	25.0	3	75.0		-		-			-
3	1	10.0	7	70.0	1	10.0	1	10.0			-
4	1	12.5	2	25.0	1	12.5	2	25.0	2		25.0
5	1	10.0	5	50.0	3	30.0	1	10.0			-
6 and Above		-		-		-		-			-
Marital Status											
Single	3	37.5	4.	50.0	1	12.5		-			-
Married	5	13.9	18	50.0	5	13.9	6	16.7	2		5.6
Divorced		-	1	50.0	1	50.1		-			-
Widow		-		-		-		-			-
Widower		-	1	100.0		-		-			-
No. of Chld.											
0	4	30.8	7	53.8	1	7.7	1	7.7			-
1		-	2	50.0	1	25.0	1	25.0			-
2	1	25.0	3	75.0		-		-			-
3	1	10.0	7	70.0	1	10.0	1	10.0			-
4	1	12.5	2	25.0	1	12.5	2	25.0	2		25.0
5	1	10.0	5	50.0	3	30.0	1	10.0			-
6 and Above		-		-		-		-			-
Religion											
Christianity	7	21.2	14	42.4	6	18.2	5	15.2	1		3.0
Islam		-	10	-75.9	1	7.7	1	7.7	1		7.7
Others	1	50.0	1	50.0		-		-			-
Total	8	16.3	26	53.1	7	14.3	6	12.2	2		4.1

Out of the 49 that answered this question, 69% feel secure in their job while 16.3% do not feel secure.

Table 19

Registry Department

Question: I have good opportunity for advancement.

Age	S/Agree		Agree		Undecided		Disagree		S/Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20		-		-		-		-		-
21 - 25	3	23.1	6	33.5	1	7.7	3	23.1	1	7.7
26 - 30	1	11.1	2	22.2	3	33.3	2	22.2	1	11.1
31 - 35	1	6.7	7	46.7	2	13.3	2	13.3	3	20.0
36 - 40	3	20.0	2	20.0	2	20.0	3	30.0		-
41 - Above		-	1	100.0		-		-		-
Sex										
Male	6	16.2	14	37.8	6	16.2	7	18.9	4	10.8
Female	2	18.2	3	27.3	2	18.2	3	27.3	1	9.1
Qualification										
2nd Degree & Above	2	40.0	1	20.0	1	20.0	1	20.0		-
1st Degree	1	11.1	4	44.4	1	11.1	2	22.2	1	11.1
HND		-	1	33.3	1	33.3		-	1	33.3
OND	1	10.0	5	50.0	3	30.0	1	10.0		-
WASC	2	16.7	2	16.7	1	8.3	5	41.7	2	16.7
TTC	1	50.0		-		-	1	50.0		-
Prim. Edu.	1	25.0	2	50.0	1	25.0		-		-
Any Other		-	2	66.7		-		-	1	33.3
Rank										
All Clerks	2	15.4	4	30.8	1	7.7	3	23.1	3	23.1
Exe. Officer	1	20.0	1	20.0	1	20.0	2	40.0		-
Higher E.O.	2	20.0	3	30.0	3	30.0	2	30.0		-
Senior E.O.		-	2	66.7	1	33.3		-		-
Prin. E.O.		-	1	50.0		-		-	1	50.0
Asst. Chief Exe.		-		-		-		-		-
Chief Exe.		-	1	100.0		-		-		-
Admin. Asst.		-		-		-		-		-
Admin. Officer		-	1	20.0	1	20.0	2	40.0	1	20.0
Asst. Registrar		-	1	50.0		-	1	50.0		-
Sen. Asst. Reg.		-		-	1	100.0		-		-
Prin. Asst. Reg.		-	2	100.0		-		-		-
Deputy Reg.	1	100.0		-		-		-		-
Registrar		-		-		-		-		-
Typists		-		-		-		-		-

Yrs. of Service in Univ.										
Below 1 Yr.		-		1	50.0		-	1	50.0	-
1 - 2 Yrs.	1	25.0			-	1	25.0	2	50.0	-
2 - 3 "	1	12.5		3	37.5	2	25.0	2	25.0	-
3 - 5 "	1	16.7		3	50.0	1	16.7		-	1 16.7
5 - 10 "	3	16.7		6	33.3	3	16.7	4	22.2	2 11.1
10 - 20 "	2	20.0		4	40.0	1	10.0	1	10.0	2 20.0
20 - Above		-			-		-		-	-
No. of Times Prom.										
0	4	20.0		5	30.0	4	20.0	6	30.0	-
1		-		3	50.0	1	16.7		-	2 33.3
2	1	11.1		2	22.2	1	11.1	2	22.2	3 33.3
3	1	14.3		3	42.9	1	14.3	2	28.6	-
4	1	50.0		1	50.0		-		-	-
5	1	50.0			-	1	50.0		-	-
6		-		2	100.0		-		-	-
Marital Status										
Single		-		4	50.0	1	12.5	3	37.5	-
Married	8	22.9		1	34.3	5	14.3	6	17.1	4 11.4
Divorced		-		1	50.0		-		-	-
Widow		-			-		-		-	-
Widower		-			-		-	1	100.0	-
No. of Chldn.										
0	1	7.7		2	23.1	2	15.4	7	53.8	-
1	1	25.0		2	50.0		-		-	1 25.0
2	1	25.0		2	50.0		-		-	1 25.0
3	2	20.0		4	40.0	3	30.0	1	10.0	-
4	1	14.3		2	28.6	2	28.6		-	2 28.6
5	2	20.0		4	40.0	1	10.0	2	20.0	1 10.0
6 and Above		-			-		-		-	-
Religion										
Christianity	8	25.0		8	25.0	6	18.8	8	25.0	2 6.3
Islam		-		6	46.2	2	15.4	2	15.4	3 23.1
Others		-		2	100.0		-		-	-
Total	8	16.3		17	34.7	8	16.3	10	20.4	5 10.2

51.0% said they have good opportunity for advancement, 30.6% disagree.

Table 20

Registry Department

Question: I receive full medical facilities.

Age	S/Agree		Agree		Undecided		Disagree		S/Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-		-		-		-		-	
21 - 25	5	38.5	6	46.2	1	7.7	1	7.7	-	
26 - 30	1	11.1	2	22.2	1	11.1	4	44.4	1	11.1
31 - 35	2	13.3	7	46.7	2	13.3	2	13.3	2	13.3
36 - 40	2	13.2	5	45.5	-		4	35.4	-	
41 - Above	-		1	100.0	-		-		-	
Sex										
Male	9	24.3	16	43.2	4	10.8	5	13.5	3	8.1
Female	1	8.3	5	41.7	-		6	50.0	-	
Qualification										
2nd Degree & Above	2	40.0	3	60.0	-		-		-	
1st Degree	-		7	70.0	1	10.0	2	20.0	-	
HND	1	33.3	-		-		1	33.3	1	33.3
OND	2	20.0	4	40.0	1	10.0	2	20.0	1	10.0
WASC	2	25.0	3	25.0	1	8.3	4	33.3	1	8.3
TTC	-		1	50.0	-		1	50.0	-	
Prim. Edu.	1	25.0	2	50.0	1	25.0	-		-	
Any Other	1	33 .3	1	33.3	-		1	33.3	-	
Rank										
All Clerks	3	23. 1	4	30.6	1	7.7	4	30.8	1	7.7
Exe. Officer	1	20.0	1	20.0	1	20.0	2	40.0	-	
Higher E.O.	2	20.0	4	44.0	1	10.0	2	20.0	1	10.0
Sen. E.O.	1	33.3	1	33.3	-		1	33.3	-	
Prin. E.O.	-		1	50.0	-		-		1	50.0
Asst. C/Exe.			-		-		-		-	
Chief Exe.	1	100.0	-		-		-		-	
Admin. Asst.	-		-		-		-		-	
Admin. Officer	-		4	50.0	1	20.0	-		-	
Asst. Reg.	1	50.0	-		-		1	50.0	-	
Sen. Asst. Reg.	-		1	100.0	-		-		-	
Prin. Asst. Reg.	-		2	66.7	-		1	33.3	-	
Deputy Registrar	-		1	100.0	-		-		-	
Registrar	-		-		-		-		-	
Typists	-		-		-		-		-	

Yrs. of Service In Unvi.										
Below 1 Yr.	1	50.0	1	50.0		-		-		-
1 - 2 Yrs.	2	50.0	2	50.0		-		-		-
2 - 3 "	1	12.5	4	50.0	2	25.0	1	12.5		-
3 - 5 "	2	33.3	1	16.7		-	3	50.0		-
5 - 10 "	1	5.3	10	52.6	1	5.3	5	26.3	2	10.5
10 - 20 "	3	30.0	3	30.0	1	10.0	2	20.0	1	10.0
20 - Above		-		-		-		-		-
No. of Times Promoted.										
0	3	30.0	9	45.0	2	10.0	3	15.0		-
1		-	3	50.0	1	16.7	2	33.3		-
2	1	10.0	4	40.0		-	3	30.0	2	20.0
3		-	3	42.9		-	3	42.9	1	14.3
4		-	2	100.0		-		-		-
5	1	50.0		-	1	50.0		-		-
6	2	100.0		-		-		-		-
7 & Above		-		-		-		-		-
Marital Status										
Single	1	12.5	4	50.0	1	12.5	2	25.0		-
Married	9	25.0	14	38.9	2	5.6	8	22.2	3	8.3
Divorced		-	1	50.0		-	1	50.0		-
Widow		-		-		-		-		-
Widower		-	1	100.0		-		-		-
No. of Chldn.										
0	2	23.1	7	53.8	1	7.7	2	15.4		-
1	1	25.0		-		-	3	75.0		-
2	2	50.0		-	1	25.0	1	25.0		-
3		-	8	80.0	1	10.0		-	1	10.0
4	1	12.5	2	25.0	1	12.5	3	37.5	1	12.5
5	3	30.0	4	40.0		-	2	20.0	1	10.0
6 and Above		-		-		-		-		-
Religion										
Christianity	7	21.2	12	36.4	3	9.1	9	27.3	2	6.1
Islam	3	23.1	6	46.2	1	7.7	2	15.4	1	7.7
Others		-	2	100.0		-		-		-
Total	10	20.4	21	42.9	4	8.2	11	22.4	3	6.1

73.3% receive full medical facilities while 28.5% do not.

Table 21

Registry Department

Question: There is team work in my work place.

Age	S/Agree FRQ	%	Agree FRQ	%	Undecided FRQ	%	Disagree FRQ	%	S/Disagree FRQ	%
Below 20		-		-	-		-		-	
21 - 25	1	7.7	12	92.3	-		-		-	
26 - 30	1	11.1	6	66.7	-		2	22.2	-	
31 - 35	3	20.0	11	73.3	-		11	6.7		
36 - 40	1	9.1	9	31.3	-		1	9.1	-	
41 - Above		-	1	100.0	-		-		-	
Sex										
Male	6	16.2	27	73.0	-		4	10.8	-	
Female		-	12	100.0	-		-		-	
Qualification										
2nd Degree & Above	1	-	4	80.0	-		1	20.0	-	
1st Degree	1	10.0	9	90.0	-		-		-	
HND	1	33.3	2	66.7	-		2	20.0	-	
OND	2	20.0	6	60.0	-		1	8.3	-	
WASC	1	8.3	10	83.3	-		-		-	
TTC		-	2	100.0	-		-		-	
Prim. Edu.	1	25.0	3	75.0	-		-		-	
Any Other		-	3	100.0	-		-		-	
Rank										
All Clerks	1	7.7	11	84.6	-		1	7.7	-	
Exe. Officer	1	20.0	4	80.0	-		-		-	
Higher E.O.	3	30.0	6	60.0	-		1	10.0		
Senior E.O.		-	3	100.0	-		-		-	
Prin. E.O.		-	2	100.0	-		-		-	
Asst. Chief Exe.		-		-	-		-		-	
Chief Exe.		-		-	-		-		-	
Admin. Asst.		-		-	-		-		-	
Admin. Officer		-	5	100.0	-		-		-	
Asst. Reg.		-	1	50.0	-		1	50.0	-	
Sen. Asst. Reg.		-	1	100.0	-		-		-	
Prin. Asst. Reg.		-	3	100.0	-		-		-	
Deputy Registrar		-	1	100.0	-		-		-	
Registrar		-		-	-		-		-	
Typists		-		-	-		-		-	

Yrs. of Service In Univ.							
Below 1 Yr.	-	2	100.0	-	-	-	
1 - 2 Yrs.	-	3	75.0	-	1	25.0	-
2 - 3 "	1	12.5	6	75.0	-	1	12.5	-
3 - 5 "	1	16.7	5	83.3	-	-	-
5 - 10 "	3	15.8	14	73.7	-	2	10.5	-
10 - 20 "	1	100.0	9	90.0	-	-	-
20 - Above	-	-		-	-	-	
No. of Times Promoted							
0	2	10.0	16	80.0	-	2	10.0	-
1	1	16.7	5	83.3	-	-	-
2	2	20.0	8	80.0	-	2	28.5	-
3	-	5	71.4	-	-	-	
4	-	2	100.0	-	-	-	
5	-	2	100.0	-	-	-	
6	1	50.0	1	50.0	-	-	-
7 and Above	-						
Marital Status							
Single	-	7	87.5	-	1	12.5	-
Married	6	16.7	27	75.0	-	3	8.3	-
Divorced	-	2	100.0	-	-	-	
Widow	-		-	-	-	-	
Widower	-	1	100.0	-	-	-	
No. of Chld.							
0	1	7.7	10	76.9	-	2	15.4	-
1	1	25.0	3	75.0	-	-	-	
2	1	25.0	3	75.0	-	1	10.0	-
3	1	10.0	8	80.0	-	1	12.5	-
4	1	12.5	6	75.0	-	-	-	
5	1	10.0	9	90.0	-	-	-	
6 and Above	-		-	-	-	-	
Religion							
Christianity	3	9.1	27	81.8	-	3	9.1	-
Islam	3	23.1	9	69.2	-	1	7.7	-
Others	-		2	100.0	-	-	-	
Total	6	12.2	39	79.5	-	4	8.2	-

All 49 respondents answered this question. 91.7% said there is team work in their work place, while only 8.2% said there is no team work.

Table 22

Registry Department

Question: I don't find any difficulty to communicate with my boss about my personal or on the job problems

	S/Agree		Agree		Undecided		Disagree		S/Disagree	
Age	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-		-		-		-		-	
21 - 25	5	38.5	7	68.8	-		-		1	7.7
26 - 30	4	44.4	3	33.3	-		1	11.1	1	11.1
31 - 35	4	26.7	9	60.0	-		1	6.7	1	6.7
35 - 40	2	18.2	7	63.6	2	18.2	-		-	
41 - Above	-		1	100.0	-		-		-	
Sex										
Male	13	35.1	20	54.1	1	2.7	2	5.4	1	2.7
Female	2	16.7	7	58.3	1	8.3	-		2	16.7
Qualification										
2nd Degree & Above	-		-		1	20.0	-		-	
1st Degree	1	10.0	7	70.0	1	10.0	-		1	10.0
HND	1	33.3	1	33.3	-		1	33.3	-	
OND	5	50.0	4	40.0	-		1	10.0	-	
WASC	5	41.7	5	41.7	-		-		2	16.7
TTC	-		2	100.0	-		-		-	
Prim. Edu.	2	50.0	2	50.0	-		-		-	
Any Other	1	33.3	2	66.7	-		-		-	
Rank										
All Clerks	7	53.8	5	38.5	-		-		1	7.7
Exe. Officer	1	20.0	4	80.0	-		-		-	
Higher E.O.	4	40.0	4	40.0	-		1	10.0	1	10
Sen. E.O.	1	33.3	2	66.7	-		-		-	
Prin. E.O.	-		-		-		1	50.0	1	50.0
Asst. Chief Exe.	-		-		-		-		-	
Chief Exe.	1	100.0	-		-		-		-	
Admin. Asst.	-		-		-		-		-	
Admin. Officer	-		4	80.0	1	20.0	-		-	
Asst. Registrar	-		2	100.0	-		-		-	
Sen. Asst. Reg.	-		1	100.0	-		-		-	
Prin. Asst. Reg.	-		3	100.0	-		-		-	
Deputy Reg.	-		-		1	100.0	-		-	
Registrar	-		-		-		-		-	
Typists	-		-		-		-		-	

Yrs. of Service In Univ.										
Below 1 Yr.	1	50.0	1	50.0		-		-		-
1 - 2 Yrs.	1	25.0	2	50.0		-		-	1	25.0
2 - 3 "	1	12.5	5	62.5	1	12.5		-	1	12.5
5 - 10 "	4	66.7	2	33.3		-		-		-
10 - 20 "	3	30.0	6	60.0	1	10.0		-		-
20 - Above		-		-		-		-		-
No. of Times Promoted										
0	5	25.0	1	83.0		-		-	2	10.0
1	3	50.0	3	50.0		-		-		-
2	4	40.0	4	40.0	1	10.0	1	10.0		-
3	2	28.6	3	42.9		-	1	14.3	1	14.3
4		-	1	50.0	1	50.0		-		-
5		-	2	100.0		-		-		-
6	1	50.0	1	50.0		-		-		-
7 and Above		-		-		-		-		-
Marital Status										
Single	2	25.0	4	50.0		-		-	2	25.0
Married	13	36.1	19	52.8	1	2.8	2	5.6	1	2.8
Divorced		-	2	100.0		-		-		-
Widow		-		-		-		-		-
Widower		-	1	100.0		-		-		-
No. of Chldn.										
0	2	15.4	8	61.5	1	7.7		-	2	15.4
1	3	75.0	1	25.0		-		-		-
2	3	75.0	1	25.0		-		-		-
3	1	10.0	7	70.0		-	1	10.0	1	10.0
4	3	37.5	5	62.5		-		-		-
5	3	30.0	5	50.0	1	10.0	1	10.0		-
6 and Above		-		-		-		-		-
Religion										
Christianity	9	27.3	19	57.6	1	3.0	2	6.1	2	6.1
Islam	6	46.2	6	46.2	1	7.7		-		-
Others		-	1	50.0		-		-		-
Total	15	30.6	27	55.1	2	4.1	2	4.1	3	6.1

85.7% do not have any difficulty communicating to their boss about their personal or on the job problems. While 10.2% do have difficulties.

Table 23

Registry Department

Question: I do **not** find any difficulty to communicate with my associates.

Age	S/Agree		Agree		Undecided		Disagree		S/Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20		-		-		-		-		-
21 - 25	5	33.5	7	53.8	1	7.7		-		-
26 - 30	4	44.4	5	55.6		-		-		-
31 - 35	4	26.7	9	60.0	1	6.7	1	6.7		-
36 - 40	2	18.2	9	81.8		-		-		-
41 - Above		-	1	100.0		-		-		-
Sex										
Male	14	37.8	21	56.8	1	2.7	1	2.7		-
Female	1	8.3	10	83.3	1	8.3		-		-
Qualification										
2nd Degree & Above		-	4	80.0		-	1	20.0		-
1st Degree	1	10.0	5	80.0	1	10.0		-		-
HND	1	33.3	1	33.3	1	33.3		-		-
OND	8	80.0	2	20.0		-		-		-
WASC	4	33.3	8	66.7		-		-		-
TTC		-	2	100.0		-		-		-
Prim. Edu.	1	25.0	3	75.0		-		-		-
Any Other		-	3	100.0		-		-		-
Rank										
All Clerks	4	30.8	9	69.2		-		-		-
Exe. Officer	1	20.0	4	80.0		-		-		-
Higher E.O.	7	70.0	2	20.0	1	10.0		-		-
Sen. E.O.	1	33.3	2	66.7		-		-		-
Prin. E.O.		-	2	100.0		-		-		-
Asst. C/Exe.		-		-		-		-		-
Chief Exe.	1	100.0		-		-		-		-
Admin. Asst.		-		-		-		-		-
Admin. Officer		-	4	80.0	1	20.0		-		-
Asst. Reg.		-	2	100.0		-		-		-
Sen. Asst. Reg.		-	1	100.0		-		-		-
Prin. Asst. Reg.		-	2	66.7		-	1	33.3		-
Deputy Reg.		-	1	100.0		-		-		-
Registrar		-		-		-		-		-
Typists		-		-		-		-		-

Yrs. of Service in Univ.								
Below 1 Yr.	1	50.0	-		1	50.0	-	-
1 - 2 Yrs.	1	25.0	3	75.0	-		-	-
2 - 3 Yrs.	2	25.0	6	75.0	-		-	-
3 - 5 "	3	50.0	3	50.0	-		-	-
5 - 10 "	5	26.3	1	68.4	1	5.3	-	-
10 - 20 "	3	30.0	6	60.0	-		1 10.0	-
20 - Above	-		-		-		-	-
No of times Promoted								
0	5	30.0	12	60.0	2	10.0	-	-
1	1	16.7	5	83.3	-		-	-
2	3	30.0	7	70.0	-		-	-
3	3	42.9	4	57.1	-		-	-
4		-	1	50.0	-		1 50.0	-
5	1	50.0	1	50.0	-		-	-
6	1	50.0	1	50.0	-		-	-
7 and Above	-		-		-		-	-
Marital Status								
Single	2	25.0	5	62.5	1	12.5	-	-
Married	13	36.1	2	58.3	1	2.8	1 2.8	-
Divorced	-		2	100.0	-		-	-
Widow	-		-		-		-	-
Widower	-		1	100.0	-		-	-
No. of Chld.								
0	4	30.8	8	61.5	1	7.7	-	-
1	2	50.0	2	50.0	-		-	-
2	2	50.0	2	50.0	-		-	-
3	2	20.0	8	80.0	-		-	-
4	2	25.0	5	62.5	1	12.5	-	-
5	3	30.0	6	60.0	-		1 10.0	-
6 and Above	-		-		-		-	-
Religion								
Christianity	10	30.3	22	66.7	1	3.0	-	-
Islam	5	38.5	7	53.8	1	7.7	-	-
Others	-		2	100.0	-		-	-
Total	15	30.5	31	63.3	2	4.1	1 2.1	

93.8% do not find any difficu ty communicating with their associates while only 21.1% do.

Table 24

Registry Department

Question: I don't find any difficulty to communicate with my subordinates

Age	S/Agree		Agree		Undecided		Disagree		S/Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20		-		-		-		-		-
21 - 25	5	38.5	7	58.8		-	1	7.7		-
26 - 30	3	37.6	5	62.5		-		-		-
31 - 35	7	46.7	6	40.0	1	6.7	1	6.7		-
36 - 40	4	36.4	7	68.6		-		-		-
41 - Above		-	1	100.0		-		-		-
Sex										
Male	16	44.4	19	52.8		-	1	2.8		-
Female	3	25.0	7	58.3	1	8.3	1	8.3		-
Qualification										
2nd Degree & Above	2	40.0	3	60.0		-		-		-
1st Degree	2	20.0	7	70.0		-	1	10.0		-
HND	2	66.7		-	1	33.3		-		-
OND	7	70.0	3	30.0		-		-		-
WASC	4	36.4	6	54.5		-	1	9.1		-
TTC	1	50.0	1	50.0		-		-		-
Prim. Edu.	1	50.0	3	75.0		-		-		-
Any Other		-	3	100.0		-		-		-
Rank										
All Clerks	4	33.3	8	66.7		-		-		-
Exe. Officer	1	20.0	3	60.0		-	1	20.0		-
Higher E.O.	6	60.0	3	30.0	1	10.0		-		-
Sen. E.O.	1	33.3	2	66.7		-		-		-
Prin. E.O.	1	50.0	1	50.0		-		-		-
Asst. C/Exe.		-		-		-		-		-
Chief Exe.	1	100.0		-		-		-		-
Admin. Asst.		-		-		-		-		-
Admin. Officer	1	20.0	3	60.0		-	1	20.0		-
Asst. Registrar		-	2	100.0		-		-		-
Sen. Asst. Reg.		-	1	100.0		-		-		-
Prin. Asst. Reg.	1	33.3	2	66.7		-		-		-
Deputy Reg.	1	100.0		-		-		-		-
Registrar		-		-		-		-		-
Typist		-		-		-		-		-

Yrs. of Service in Univ.										
Below 1 Yr.	-		1	50.0	-		1	50.0	-	
1 - 2 Yrs.	1	25.0	3	75.0	-		-		-	
2 - 3 Yrs.	2	28.6	55	71.4	-		-		-	
3 - 5 "	4	66.7	2	33.3	-		-		-	
5 - 10 "	7	36.8	10	52.6	1	5.3	1	5.3	-	
10 - 20 "	5	50.0	5	50.0	-		-		-	
20 - Above	-		-		-		-		-	
No. of Times Promoted										
0	5	26.3	12	63.2	1	5.3	1	5.3	-	
1	2	33.3	4	66.7	-		-		-	
2	5	50.0	5	50.0	-		-		-	
3	3	42.9	3	42.9	-		1	14.3	-	
4	2	100.0	-		-		-		-	
5	1	50.0	1	50.0	-		-		-	
6	1	50.0	1	50.0	-		-		-	
7 Above Above	-		-		-		-		-	
Marital Status										
Single	1	14.3	5	71.4	-		1	14.3	-	
Married	17	47.2	17	47.2	1	2.8	1	2.8	-	
Divorced	-		2	100.0	-		-		-	
Widow	-		-		-		-		-	
Widower	-		1	100.0	-		-		-	
No. of Chld.										
0	3	25.0	7	58.3	-		2	16.7	-	
1	3	75.0	1	25.0	-		-		-	
2	2	50.0	2	50.0	-		-		-	
3	3	30.0	7	50.0	-		-		-	
4	2	25.0	5	62.5	1	12.5	-		-	
5	6	60.0	4	40.0	-		-		-	
6 and Above	-		-		-		-		-	
Religion										
Christianity	13	40.6	17	53.1	1	3.1	1	3.1	-	
Islam	5	38.5	7	53.8	-		1	7.7	-	
Others	-		2	100.0	-		-		-	
Total	19	38.8	26	53.1	1	2.1	2	4.1	1	2.0

91.9% do not find difficulty communicating with their subordinates while 6.1% do.

Table 25

Registry Department

Question: Social activities such as clubs, annual get-together of the organisation is adequate.

Age	S/Agree		Agree		Undecided		Disagree		S/Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-		-		-		-		-	
21 - 25	1	7.7	4	30.8	2	15.4	2	15.4	4	30.8
26 - 30	-		1	11.1	5	55.6	1	11.1	2	22.2
31 - 35	1	6.7	7	46.7	2	13.3	2	13.3	3	20.0
36 - 40	-		3	27.3	3	27.3	4	36.4	1	9.1
41 - Above	-		-		-		-		1	100.0
Sex										
Male	1	2.7	13	35.1	8	21.6	8	21.6	7	18.9
Female	1	8.3	2	16.7	4	33.3	1	8.3	4	33.3
Qualification										
2nd Degree & Above	-		1	2o.0	-		3	60.0	1	20.0
1st Degree	-		5	50.0	2	20.0	2	20.0	1	10.0
HND	-		1	33.3	-		1	33.3	1	33.3
OND	1	10.0	2	20.0	3	30.0	1	10.0	3	33.3
WASC	1	8.3	1	8.3	4	33.3	2	16.7	4	33.3
TTC	-		2	100.0	-		-		-	
Prim. Edu.	-		2	50.0	2	50.0	-		-	
Any Other	-		1	33.3	1	33.3	-		1	33.3
Rank										
All Clerks	-		3	23.1	5	38.5	2	15.4	3	23.1
Exe. Officer	-		1	20.0	2	40.0	-		2	40.0
Higher E.O.	2	20.0	-		3	30.0	3	30.0	2	20.0
Sen. E.O.	-		2	66.7	-		-		1	33.3
Prin. E.O.	-		-		-		-		2	100.0
Asst. C/Exe.	-		-		-		-		-	
Chief Exe.	-		1	100.0	-		-		-	
Admin. Asst.	-		-		-		-		-	
Admin. Officer	-		4	80.0	-		1	20.0	-	
Asst. Registrar	-		-		1	50.0	1	50.0	-	
Sen. Asst. Reg.	-		-		-		1	100.0	-	
Prin. Asst. Reg.	-		2	66.7	1	33.3	-		-	
Deputy Reg.	-		-		-		-		1	100.0
Registrar	-		-		-		-		-	
Typists	-		-		-		-		-	

Yrs. of Service in Univ.										
Below 1 Yr.		-		1	50.0		-		1	50.0		-
1 - 2 Yrs.		1	25.0		-		-		2	50.0		1	25.0
2 - 3 "			-		2	25.0		4	50.0		1	12.5		1	12.5
3 - 5 "			-		2	33.3		2	33.3		-			2	33.3
5 - 10 "			-		8	42.1		4	21.1		3	15.8		4	21.1
10 - 20 "		1	10.0		2	20.0		2	20.0		2	20.0		3	30.0
No. of Times Promoted															
0		1	5.0		5	25.0		7	35.0		5	25.0		2	10.0
1			-		3	50.0		1	16.7			-		2	33.3
2			-		2	20.0		2	20.0		3	30.0		3	30.0
3			-		3	42.9			-			-		3	42.9
4			-		1	50.0			-			-		1	50.0
5		1	50.0			-			-		1	50.0			-
6			-		1	50.0		1	50.0			-			-
7 and Above			-			-			-			-			-
Marital Status															
Single		1	12.5		2	25.0		3	37.5		1	12.5		1	[illegible]
Married		1	2.8		11	30.6		7	19.4		7	19.4		10	[illegible]
Divorced			-			-		2	100.0			-			-
Widow			-			-			-			-			-
W idower			-			-			-		1	100.0			-
No. of Chldn.															
0		1	7.7		2	15.4		3	23.1		4	30.8		3	23.1
1			-			-		3	75.0			-		1	25.0
2			-		2	50.0		1	25.0			-		1	25.0
3			-		4	40.0		1	10.0		2	20.0		3	30.0
4		1	12.5		1	12.5		2	25.0		3	37.5		1	12.5
5			-		6	60.0		2	20.0			-		2	20.0
6 And Above			-			-			-			-			-
Religion															
Christianity		2	6.1		7	21.2		10	30.3		5	15.2		9	27.3
Islam			-		6	46.2		2	15.4		4	30.8		1	7.7
Others			-		1	50.0			-			-		1	50.0
Total		2	4.1		15	30.6		12	24.5		9	18.4		11	22.4

40.8% said social activities of the organisation is not adequate while 34.7% said it is.

Table I

DEPT BURSARY

QUESTION 10. There are some Conditions Concerning my job that could be improved.

	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
AGE	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	4	28.6	7	500	2	14.3	1	7.1	-	-
26 - 30	2	18.2	8	72.7	1	9.1	-	-	-	-
31 - 35	5	41.7	7	58.3	-	-	-	-	-	-
36 - 40	2	50.0	-	-	-	-	1	25.0	1	250
41 - Above	3	60.0	2	40.0	-	-	-	-	-	-
SEX										
Male	9	29.0	17	54.8	3	9.7	1	3.2	1	3.2
Female	7	46.7	7	46.7	-	-	1	6.7	-	-
QUALIFICATION										
2nd Degree and Above	1	50.0	1	50.0	-	-	-	-	-	-
1st Degree	3	37.3	3	37.5	2	25.0	-	-	-	-
HND	1	100.0	-	-	-	-	-	-	-	-
OND	5	35.7	8	57.1	-	-	-	-	-	-
WASC	4	36.4	5	45.5	1	9.1	1	7.1	-	-
TTC	-	-	2	100.0	-	-	1	9.1	-	-
Primary Education	1	[illegible]	[illegible]	[illegible]	-	-	-	-	-	-
Any Other	1	25.0	3	75.0	-	-	-	-	-	-
RANK										
All Clerks	4	28.6	8	57.1	1	7.1	1	7.1	-	-
E.O. A/Cs	-	-	1	100.0	-	-	-	-	-	-
Higher E.O. A/cs	4	33.3	7	53.3	-	-	1	8.3	-	-

Table I Continued

RANK									
Senior E.O. /c A/Cs	1	50.0	-	-	-	-	-	-	1	50.0
Principal E.O. A/cs	1	33.3	2	66.7	-	-	-	-	-	-
Ass. Chief Exe A/a	-	-	1	100.0	-	-	-	-	-	-
Chief Executive A/c	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Accountant I	11	20.0	2	40.0	2	4.0	-	-	-	-
Senior Acct.	-	-	1	1100.0	-	-	-	-	-	-
Principal Accountant	2	100.0	-	-	-	-	-	-	-	-
Assistant Chief Accountant	-	-	1	100.0	-	-	-	-	-	-
YERS OF SERVICE I. In UNIVERSITY.										
Below - I-Year	4	50.0	1	115	2	25.0.	1	12.5	-	-
1 - 2 "	2	25.0	6	75.0	-	-	-	-	-	-
2 - 3 "	-	-	2	100.0	-	-	-	-	-	-
3 - 5 "	1	12.5	7	87.5	-	-	-	-	-	-
5 -10 "	6	46.2	5	38.5	1	7.7	-	-	1	7.7
10 - 20 "	1	25.0	2	50.0	-	-	1	25.0	-	-
20 - Above	2	66.7	1	33.3	-	-	-	-	-	-
NO OF TIMES PROMOTED										
0	7	26.9	16	61.5	2	7.7	1	3.8	-	-
1	3	75.0	1	25.0	-	-	-	-	-	-
2	2	18.2	6	54.5	1	9.1	1	9.1	1	9.1
3	22	100.0	-	-	-	-	-	-	-	-
4	1	50.0	1	50.0	-	-	-	-	-	-
5	1	100.0	-	-	-	-	-	-	-	-
6	-	-	-	-	-	-	-	-	-	-

Table I Continued

MARITAL STATUS										
Single	4	40.0	4	40.0	2	20.0	-	-	-	-
Married	12	33.3	20	55.5	1	2.8	2	5.6	1	2.8
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	4	36.4	4	36.4	3	27.3	-	-	-	-
1	3	37.3	4	50.0	-	-	1	12.5	-	-
2	2	25.0	6	75.0	-	-	-	-	-	-
3	-	-	4	100.0	-	-	-	-	-	-
4	2	50.0	1	25..0	-	-	1	25.0	-	-
5	2	100.0	-	-	-	-	-	-	-	-
6 and above	3	33.3	5	55.6	-	-	-	-	-	-
REGION										
CHRISTIANITY	8	30.8	15	57.7	1	3.8	2	7.7	-	-
ISLAM	7	41.2	8	47.1	1	5.9	-	-	1	2.9
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	16	34.0	24	51.1	3	6.4	2	4.3	1	2.1

85.1% said there are some conditions concerning their jobs that could be improved.

Table 2

DEPT. Bursary

QUESTIONS: 11 My job is like a hobby to me

AGE	Strongly		Agree		Undecided		Disagree		Strongly Disagree	
	FRG	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below - 20	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	-	-
21 - 25	5	35.7	4	28.6	2	14.3	3	21.4	-	-
26 - 30	3	27.3	5	45.5	2	18.2	1	9.1	[illegible]	[illegible]
31 - 35	4	30.8	4	30.8	-	-	2	15.4	3	23.0
36 - 40	1	25.0	-	-	1	25.0	1	25.0	1	25.0
41 - Above	2	40.0	1	20.0	-	-	1	20.0	1	20.0
SEX	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	4	12.
Male	11	34.4	9	28.1	3	9.4	5	15.6	4	12.5
Female	4	26.7	5	33.3	2	13.3	3	20.0	1	6.7
QUALIFICATION										
2nd Degree and above	-	-	1	50.0	1	50.0	-	-	-	-
1st Degree	1	12.5	4	50.0	1	12.5	2	25.0	-	-
HND	1	50.0	-	-	-	-	-	-	1	50.0
OND	5	35.7	2	14.3	2	14.3	2	14.3	3	21.4
WASC	4	36.4	3	27.3	1	9.1	3	27.3	-	-
TTC	1	50.0	1	50.0	-	-	-	-	-	-
Primary Educ.	-	-	-	-	-	-	-	-	1	100.0
Any Other	2	50.0	1	25.0	-	-	1	25.0	-	-
RANK										
All Clerks	7	50.0	3	21.4	1	7.1	3	21.4	-	-
E.O. Accounts	-	-	1	100.0	-	-	-	-	-	-
Higher E.O. A/Cs	4	33.3	3	25.0	2	16.7	2	16.7	1	8.3
Senior E.O. A/Cs	1	50.0	-	-	-	-	-	-	1	50.0
Principal E.O. A/Cs	1	25.0	1	25.0	-	-	-	-	2	50.0
Asst. Chief Exe	-	-	-	-	-	-	-	-	1	100.0

Table 2 Continued

Chief Executive	-	-	-	-	-	-	-	-	-	-
Accountants II	-	-	-	-	-	-	-	-	-	-
" I	1	20.0	2	40.0	1	20.0	1	20.0	-	-
Senior Acct.	-	-	-	-	-	-	1	100.0	-	-
Principal Account	-	-	1	50.0	1	50.0	-	-	-	-
Assistant Chief Accountant	-	-	1	100.0	-	-	-	-	-	-
YRS OF SERVICE IN UNIVERSITY										
Below 1 years	3	.375	-	-	2	25.0	2	25.0	1	12.5
1 - 2 years	3	37.5	3	37.5	-	-	2	25.0	-	-
2 - 3 "	1	50.0	1	50.0	-	-	-	-	-	-
3 - 5 "	1	12.5	4	50.0	1	12.5	2	25.0	3	-
5 - 10 "	3	23.1	4	30.8	2	15.4	1	7.7	3	33.3
10 - 20 "	3	60.0	1	20.0	-	-	1	20.0	-	-
20 - Above	1	33.3	1	33.3	-	-	-	-	1	33.3
NO OF TIME PROMOTED										
0	9	34.6	7	26.9	3	11.5	6	23.1	1	3.8
1	1	25.0	2	50.0	-	-	1	25.0	3	27.3
2	2	18.2	3	27.3	2	18.2	1	9.1	-	-
3	1	50.0	1	50.0	-	-	-	-	-	-
4	1	50.0	1	50.0	-	-	-	-	-	-
5	1	100.0	-	-	-	-	-	-	-	-
56	-	-	-	-	-	-	-	-	-	-
7 and above	-	-	-	-	-	-	-	-	-	-
MARITAL STATUS										
Single	4	40.0	3	30.0	2	20.0	1	10.0	-	-
Married	11	29.7	11	29.7	3	8.1	7	18.9	5	13.5
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-

Table 2 Cont.

NO OF CHILDREN										
0	4	36.4	3	27.3	3	27.3	1	9.1	-	-
1	3	37.5	3	37.5	-	-	2	25.0	-	-
2	3	37.5	2	25.0	1	12.5	2	25.0	-	-
3	-	-	2	50.0	-	-	-	-	2	50.0
4	-	-	1	25.0	1	25.0	2	50.0	-	-
5	2	66.7	-	-	-	-	-	-	1	33.3
6 and above	3	33.3	3	33.3	-	-	1	11.1	2	22.2
RELIGION										
CHRISTIANITY	7	26.9	7	26.9	3	11.5	6	23.1	3	11.5
ISLAM	7	38.9	55	27.8	2	11.1	2	11.1	2	11.1
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	15	31.9	14	29.3	5	10.5	8	17.0	5	10.5

Of the 47 respondents, 612% see their work as a hobby. 76.5% do not see it so.

Table 3

DEPT. Bursary

QUESTION 12 My job is usually interesting enough to keep me from getting bored.

AGE	Strongly		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	5	35.7	7	50.0	-	-	2	14.3	-	
26 - 30	1	9.1	7	63.6	2	18.2	-	-	1	9.1
31 - 35	3	23.1	8	61.5	1	7.7	1	7.7	-	-
36 - 40	-	-	2	50.0	-	-	2	50.0	-	-
41 - Above	3	60.0	-	-	-	-	1	20.0	1	20.0
SEX										
Male	10	31.3	13	40.6	2	6.3	5	15.6	2	6.3
Female	2	13.5	11	73.3	1	6.7	1	6.7	-	-
QUALIFICATION										
2nd Degree and Above	-	-	2	100.0	-	-	-	-	-	-
1st Degree	1	12.5	5	62.5	-	-	2	25.0	-	-
HND	2	100.0	-	-	-	-	-	-	-	-
OND	2	14.3	10	71.4	2	14.3	-	-	-	-
WASC	6	54.5	3	27.3	-	-	2	18.2	-	-
TTC	-	-	4	50.0	-	-	-	-	1	50.0
Primary Educ.	-	-	-	-	-	-	1	100.0	-	-
Any Other	-	-	2	50.0	1	25.0	1	25.0	-	-
RANK										
All Clerk	5	35.7	4	28.6	2	14.3	2	14.3	1	7.1
E.O. Accounts	1	100.0	-	-	-	-	-	-	-	-
High E.O:	2	16.7	9	75.0	=	-	1	8.3	=	=
Senior E.O:	1	50.0	=	=	=	=	1	50.0	=	=
Principal E.O. Accounts	2	50.0	2	50.0	-	-	-	-	-	-
Asst. Chief Exe. Accounts	-	-	-	-	1	100.0	-	-	-	-
Chief Executive	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Accountant I	1	20.0	3	60.0	-	-	1	20.0	-	-
Snr. Accountant	-	-	1	100.0	-	-	-	-	-	-
Principal "	-	-	2	100.0	-	-	-	-	-	-
Assistant Chief Accountant	-	-	1	100.0	-	-	-	-	-	-

Table 3 Cont.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Agree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YEARS OF WORKING.										
Below 1 year	1	14.3	4	57.1	–	–	2	28.6	–	–
1 – 2 "	1	33.3	1	33.3	1	33.3	–	–	–	–
2 – 3 "	2	50.0	1	25.0	–	–	–	–	1	25.0
3 – 5 "	–	–	–	–	–	–	–	–	–	–
5 – 10 "	2	28.6	4	54.5	2	18.2	–	–	–	–
10 – 20 "	–	–	–	57.1	–	–	11	14.3	–	–
20 and Above	3	42.9	1	14.3	–	–	22	28.6	1	14.3
YRS OF SERVICE IN UNIV.										
Below – 1 years	2	25.0	5	62.5	–	–	1	12.5	–	–
1 – 2 "	2	25.0	2	25.0	1	12.5	3	37.5	–	–
2 – 3 "	1	50.0	–	–	–	–	–	–	1	50.0
3 – 5 "	–	–	7	87.5	1	12.5	–	–	–	–
5 – 10 "	3	23.1	8	61.5	1	7.7	1	7.7	–	–
10 – 20 "	2	40.0	2	40.0	–	–	1	20.0	–	–
20 – Above	2	66.7	–	–	–	–	–	–	1	33.3
NO OF TIMES PROMOTED										
0	6	23.1	1	53.8	2	7.7	3	11.5	1	3.8
1	1	25.0	2	50.0	–	–	1	25.0	–	–
2	1	9.1	7	63.6	1	9.1	2	18.2	–	–
3	1	50.0	1	50.0	–	–	–	–	–	–
4	1	50.0	–	–	–	–	–	–	1	50.00
5	1	100.0	–	–	–	–	–	–	–	–
6	1	100.0	–	–	–	–	–	–	–	–
7 and Above	–	–	–	–	–	–	–	–	–	–
MARITAL STATUS										
Single	5	50.0	4	40.0	–	–	1	10.0	–	–
Married	7	18.9	20	54.1	3	8.1	5	13.5	2	5.4
Divorced	–	–	–	–	–	–	–	–	–	–
Widow	–	–	–	–	–	–	–	–	–	–
Widower	–	–	–	–	–	–	–	–	–	–
NO OF CHILDREN										
0	4	45.5	5	45.5	11	9.1	–	–	–	–
1	2	25.0	4	50.0	–	–	2	25.0	–	–
2	–	–	5	62.5	1	12.5	1	12.5	1	12.5
3	–	–	3	75.0	1	25.0	–	–	–	–
4	–	–	3	75.0	–	–	1	25.0	1	33.3
5	1	33.3	1	33.3	–	–	–	–	1	33.3
6 and Above	4	44.4	3	33.3	–	–	2	22.2		
RELIGION										
CHRISTIANITY	6	23.1	15	57.7	2	7.7	2	7.7	1	3.8
ISLAM	5	27.8	9	50.0	–	–	3	16.7	1	5.6
OTHERS	–	–	–	–	–	–	–	–	–	–
	12	25.5	24	51.1	3	6.4	6	12.8	2	4.3

76.6% said their job is interesting enough to keep them from getting bored, while only 17.1% do not.

Table 4

DEPT Bursary

QUESTION 13 It seems my friends are more interested in their jobs.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Agree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below - 20	-	-	-	-	-	-	-	-	-	-
21 - 25	3	21.4	5	35.7	3	21.4	3	21.4	-	-
26 - 30	-	-	2	18.2	2	18.2	7	63.6	-	-
31 - 35	1	7.7	2	15.4	8	51.5	2	15.4	-	-
36 - 40	-	-	-	-	-	-	4	100.0	-	-
41 - and Above	-	-	1	20.0	-	-	2	40.0	2	40.0
SEX										
Male	2	6.3	7	21.9	8	25.0	13	40.6	2	6.3
Female	2	1333	3	20.0	5	333.3	5	33.3	-	-
QUALIFICATION										
2nd Degree and Above	-	-	1	50.0	-	-	1	50.0	-	-
1st Degree	2	25.0	-	-	4	50.0	2	25.0	-	-
HND	-	-	2	100.0	-	-	-	-	-	-
OND	1	7.1	4	28.6	4	28.6	5	35.7	-	-
WASC	1	9.1	1	9.1	3	27.7	5	45.5	1	9.1
TTC	-	-	1	50.0	-	-	1	50.0	-	-
Primary Educ.	-	-	-	-	-	-	1	100.0	-	-
Any Other	-	-	1	25.0	-	-	2	50.0	1	25.0
RANK										
All Clerks	1	7.1	4	28.6	2	14.3	7	50.0	-	-
E. O. Accounts	-	-	-	-	1	100.0	-	-	-	-
Higher E.O."	1	1.83	3	25.0	2	16.7	5	41.7	1	8.3
Senior E.O."	-	-	-	-	-	-	1	50.0	1	50.0
Principal E.O. Accounts	-	-	2	50.0	2	50.0	-	-	-	-
Asst. Chief Exe. Accounts	-	-	-	-	1	100.0	-	-	-	-
Chief Executive Accounts	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Accountant I	1	20.0	-	-	3	60.0	1	20.0	-	-
Senior Account. and "	-	-	-	-	-	-	1	100.0	-	-
Principal ant	-	-	-	-	11	50.0	1	50.0	-	-
Assistant Chief Account-ant	-	-	1	100.0	-	-	-	-	-	-

Table 4 Cont.

AGE	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE IN UNIVERSITY										
Below 1 year	1	12.5	2	25.0	2	25.0	3	37.5	-	-
1 - 2 "	2	25.0	1	12.5	2	25.0	2	25.0	1	12.5
2 - 3 "	-	-	-	-	1	50.0	1	50.0	-	-
3 - 5 "	1	12.5	2	25.0	1	12.50	4	60.0	-	-
5 - 10 "	-	-	1	7.7	6	46.2	5	38.5	1	7.7
10 - 20 "	-	-	3	60.0	1	20.0	1	20.0	-	-
20 - Above	-	-	1	33.3	-	-	2	66.7	-	-
NO OF TIMES PROMOTED	3	11.5	7	[illegible]	5	19.2	1	3.5	1	3.
0	3	11.5	7	26.9	5	19.2	10	38.5	1	3.8
1	1	25.0	-	-	1	25.0	1	25.0	1	25.0
2	-	-	1	9.1	5	45.5	5	45.5	-	-
3	-	-	-	-	2	100.0	-	-	-	-
4	-	-	1	[illegible]	-	-	2	100.0	-	-
5	-	-	1	100.0	-	-	-	-	-	-
6	-	-	1	100.0	-	-	-	-	-	-
7 and Above										
MARITAL STATUS										
Single	3	30.0	2	20.0	3	30.0	2	20.0	-	-
Married	1	2.7	8	21.6	10	27.0	16	43.2	2	5.4
Divorced	-	-	-	-	-	-	-	-	-	-
Widow-r	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	2	18.2	2	18.2	3	27.3	4	36.4	-	-
1	1	12.5	2	25.0	2	25.0	3	37.5	-	-
2	1	12.5	2	25.0	2	25.0	3	37.5	-	-
3	-	-	-	-	4	100.0	-	-	-	-
4	-	-	-	-	1	25.0	3	75.0	-	-
5	-	-	1	33.3	-	-	2	66.7	-	-
6	-	-	3	33.3	1	11.1	3	33.3	2	22.2
RELIGION										
CHRISTIANITY	2	7.7	6	23.1	8	30.8	10	38.5	-	-
ISLAM	1	5.6	4	22.2	5	27.8	6	33.3	2	11.1
TOTAL	4	8.3	18	21.3	13	27.7	18	38.3	2	4.3

42.4% said it seems their friedns are more interested in their jobs while a large 27.7% were undecided, and 29.6% do not see their friends as more interested in their jobs.

Table 5

DEPT. Bursary

QUESTION 14 I Consider my job rather unpleasant

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	1	7.7	2	14.3	-	-	6	42.9	5	35.7
26 - 30	1	9.1	2	18.2	-	-	6	54.5	2	18.2
31 - 35	1	7.7	1	7.7	-	-	7	53.8	4	30.8
36 - 40	-	-	1	25.0	-	-	1	25.0	2	50.0
41 - Above	-	-	3	60.0	-	-	-	-	2	40.0
SEX										
Male	2	6.3	9	28.1	-	-	11	33.4	10	31.3
Female	1	6.7	-	-	-	-	-	-	5	33.3
QUALIFICATION										
2nd Degree and Above	-	-	1	50.0	-	-	1	50.0	-	-
1st Degree	1	12.5	-	-	-	-	5	62.5	2	25.0
HND	-	-	-	-	-	-	1	50.0	1	50.0
OND	1	7.1	1	7.1	-	-	8	57.1	4	28.4
WASC	-	-	-	-	-	-	3	27.3	5	45.5
TTC	1	50.0	1	50.0	-	-	-	-	-	-
Primary Educ.	-	-	-	-	-	-	-	-	1	50.0
Any Other	-	2	2	50.0	-	-	1	25.0	1	25.0
RANK										
All Clerks	1	7.1	3	21.4	-	-	6	42.9	4	28.6
E.O. Accounts t	-	-	-	-	-	-	1	100.0	-	-
Higher E.O. A/Cs	1	8.3	4	33.3	-	-	3	25.0	4	33.3
Senior " "	-	-	-	-	-	-	-	-	2	100.0
Principal E.O. Accounts	-	-	-	-	-	-	1	25.0	3	75.0
Asst. Chief Exe.	-	-	-	-	-	-	1	100.0	-	-
Chief Executive Accounts	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Accountant I	-	-	-	-	-	-	3	60.0	2	40.0
Senior ac Account t	-	-	-	-	-	-	1	100.0	-	-
Principal Accountant	-	-	-	-	-	-	2	100.0	-	-
Assistant Chief Accountant	-	-	1	100.0	-	-	-	-	-	-

Table 5 Cont.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE IN UNIV.										
Below 1year	-	-	-	-	-	-	5	62.5	3	37.5
1 - 2 "	1	12.5	2	25.0	-	-	3	37.5	2	25.0
2 - 3 "	1	50.0	-	-	-	-	1	50.0	-	-
3 - 5 "	1	12.5	2	25.0	-	-	5	62.50	-	-
5 - 10 "	-	-	-	-	-	-	5	38.5	8	61.5
10 - 20 "	-	-	3	60.0	-	-	1	20.0	1	20.0
20 - Above	-	-	2	66.7	-	-	-	-	1	33.3
NO OF TIMES PROMOTED										
0	2	7.7	5	19.2	-	-	14	53.8	5	19.2
1	1	25.0	-	-	-	-	2	15.0	1	25.0
2	-	-	2	18.2	-	-	2	18.2	7	53.6
3	-	-	-	-	-	-	1	56.0	1	50.0
4	-	-	2	100.0	-	-	-	-	-	-
5	-	-	-	-	-	-	1	100.0	-	-
6	-	-	-	-	-	-	-	-	1	100.0
MARITAL STATUS										
Single	1	10.0	-	-	-	-	5	50.0	4	40.0
Married	2	5.4	9	24.3	-	-	15	40.5	11	29.7
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	-	-	-	-	-	-	6	54.5	5	45.5
1	1	12.55	1	12.5	-	-	3	37.5	3	37.5
2	2	25.0	2	25.0	-	-	4	50.0	-	-
3	-	-	-	-	-	-	2	50.0	2	50.0
4	-	-	1	55.0	-	-	3	75.0	-	-
5	-	-	1	33.3	-	-	2	66.7	-	-
6 and Above	-	-	4	44.4	-	-	5	-	5	55.6
RELIGION										
CHRISTIANITY	2	7.7	3	11.5	-	-	13	50.0	8	30.8
ISLAM	-	-	6	33.3	-	-	6	33.3	6	33.3
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	3	6.4	9	19.1	-	-	20	42.6	15	31.9

74.5% do not consider their jobs rather unpleasant while 25.5% do.

Table 6

DEPT. Bursary

QUESTION 15 I enjoy my work more than my leisure time.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	3	21.4	3	21.4	1	7.1	5	35.7	2	14.3
26 - 30	-	-	6	54.5	2	18.2	3	27.3	-	-
31 - 35	1	7.7	5	38.5	1	7.7	5	38.5	1	7.7
36 - 40	-	-	1	25.0	-	-	2	50.0	1	25.0
41 - Above	1	25.0	1	25.0	1	25.0	-	-	1	25.0
SEX										
Male	4	12.9	13	41.9	3	9.7	7	22.6	4	12.9
Female	1	6.7	3	20.0	2	13.3	8	53.3	1	6.9
QUALIFICATION										
2nd Degree & Above	-	-	1	50.0	-	-	1	50.0	-	-
1st Degree	-	-	3	37.5	-	-	4	50.0	1	12.5
HND	-	-	1	50.0	-	-	-	-	1	50.0
OND	3	21.4	5	35.7	2	14.3	3	21.4	1	71.1
WASC	1	9.1	1	9.1	2	18.2	6	54.5	1	9.1
TTC	-	-	1	50.0	-	-	1	50.0	-	-
Primary Education	-	-	1	100.0	-	-	-	-	-	-
Any Other	1	25.0	2	50.0	-	-	-	-	1	25.0
RANK										
All Clerks	3	21.4	4	28.6	-	-	6	42.9	1	7.1
E.O. Accounts	-	-	-	-	-	-	1	100.0	-	-
Higher "	1	8.3	4	33.3	2	16.7	3	25.0	2	16.7
Senior "	-	-	2	100.0	-	-	-	-	-	-
Principal E.O. Accounts	1	25.0	2	50.0	-	-	-	-	1	25.0
Asst. Chief Exe.	-	-	-	-	1	100.0	-	-	-	-
Chief Exe "	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Accountant I	-	-	2	40.0	-	-	3	50.0	-	-
Senior "	-	-	1	100.0	-	-	-	-	-	-
Principal Accountant	-	-	-	-	-	-	2	100.0	-	-
Asst. Chief Accountant	-	-	1	100.0	-	-	-	-	-	-

Table 6 Cont.

	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE IN UNIVERSITY										
Below 1 Year	1	12.5	3	37.5	1	12.5	3	37.5	–	–
1 – 2 "s	2	25.0	1	12.5	–	–	3	37.5	2	25.0
2 – 3 "	–	–	–	–	–	–	2	100.0	–	–
3 – 5 "	1	12.5	4	50.0	1	12.5	1	12.5	1	12.5
5 – 10 "	1	7.7	5	38.5	2	15.4	4	30.8	1	7.7
10 – 20 "	–	–	3	60.0	–	–	2	40.0	–	–
20 – Above	–	–	–	–	1	50.0	–	–	1	50.0
NO OF TIMES PROMOTED										
0	4	15.4	10	38.5	2	7.7	8	30.8	2	7.7
1	–	–	1	25.0	1	25.0	1	25.0	1	25.0
2	1	9.1	4	36.4	1	9.1	4	36.4	1	9.1
3	–	–	–	–	–	–	2	100.0	–	–
4	–	–	–	–	1	100.0	–	–	–	–
5	–	–	1	100.0	–	–	–	–	–	–
6 and Above	–	–	–	–	–	–	–	–	1	100.0
7 and Above	–	–	–	–	–	–	–	–	–	–
MARITAL STATUS										
Single	2	20.0	1	10.0	1	10.0	5	50.0	1	10.0
Married	3	8.3	15	41.7	4	11.1	10	27.8	4	11.1
Divorced	–	–	–	–	–	–	–	–	–	–
Widow	–	–	–	–	–	–	–	–	–	–
Widower	–	–	–	–	–	–	–	–	–	–
NO OF CHILDREN										
0	2	18.2	2	18.2	1	9.1	6	54.5	–	–
1	–	–	3	37.5	1	12.5	2	25.0	2	25.0
2	1	12.5	4	50.0	1	12.5	1	12.5	1	12.5
3	1	25.0	–	–	1	25.0	2	50.0	–	–
4	–	–	1	25.0	–	–	3	75.0	–	–
5	–	–	1	50.0	–	–	1	50.0	–	–
6 and Above	1	11.5	5	55.6	1	11.1	–	–	2	22.2
RELIGION										
CHRISTIANITY	3	11.5	5	19.2	4	15.4	11	42.3	3	11.5
ISLAM	2	11.8	9	52.9	1	5.9	4	23.5	1	5.9
OTHERS	–	–	–	–	–	–	–	–	–	–
TOTAL	5	10.6	16	34.0	5	10.6	15	31.9	5	10.6

44.6% enjoyi their work more than their liesure time while 42.5% do not.

Table 7

DEPT. Bursary

QUESTION 16 I am often bored with my job.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	–	–	–	–	–	–	–	–	–	–
21 – 25	1	7.7	4	28.6	–	–	6	42.9	3	21.4
26 – 30	1	9.1	3	27.3	1	9.1	3	27.3	3	27.3
31 – 35	1	7.7	–	–	–	–	10	76.9	2	15.4
36 – 40	–	–	1	25.0	–	–	2	50.0	1	25.0
41 – Above	1	20.0	3	60.0	1	20.0	–	–	–	–
SEX										
Male	4	12.5	8	25.0	1	3.1	11	34.4	8	25.0
Female	–	–	3	20.0	1	6.7	10	66.7	1	6.7
QUALIFICATION										
2nd Degree and Above	–	–	–	–	–	–	1	50.0	1	50.0
1st Degree	1	12.5	1	12.5	–	–	55	62.5	1	12.5
HND	1	50.0	–	–	–	–	1	50.0	3	21.4
OND	1	7.1	2	14.3	–	–	8	57.1	2	18.2
WASC	1	9.1	4	36.4	2	18.2	2	18.2	1	50.0
TTC	–	–	1	50.0	–	–	–	–	–	–
Primary	–	–	–	–	–	–	1	100.0	–	–
Any Other	–	–	2	50.0	–	–	1	25.0	1	25.0
RANK										
All Clerks	2	14.3	3	35.7	–	–	4	28.6	3	21.4
E.O. Accounts	–	–	1	100.0	–	–	–	–	–	–
Higher E.O. Accounts	–	–	2	16.7	1	8.3	7	58.3	2	16.7
Senior E.O. Accounts	–	–	1	50.0	–	–	1	50.0	–	–
Principal E.O. Accounts	1	25.0	–	–	–	–	1	25.0	2	50.0
Asst. Chief Executive A/Cs	–	–	–	–	–	–	1	100.0	–	–
Chief Accountant	–	–	–	–	–	–	–	–	–	–
Accountant II	–	–	–	–	–	–	–	–	–	–
Accountant I	1	20.0	–	–	–	–	3	60.0	1	20.0
Senior Accountant	–	–	–	–	–	–	1	100.0	–	–
Principal Accountant	–	–	–	–	–	–	2	100.0	–	–
Assistant Chief Accountant.	–	–	–	–	–	–	–	–	1	100.0

Table 7 Cont.

	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE IN UNIVERSITY										
Below 1 years	1	12.5	1	12.5	–	–	5	62.5	1	12.5
1 – 2 "	–	–	1	50.0	–	–	3	37.5	1	12.5
2 – 3 "	–	–	2	100.0	–	–	–	–	–	–
3 – 5 "	–	–	1	12.5	–	–	5	62.5	2	25.0
5 – 10 "	1	7.7	1	7.7	1	7.7	6	46.2	4	30.8
10 – 20 "	1	20.0	1	20.0	–	–	2	40.0	1	20.0
10 and Above	1	33.3	1	33.3	1	33.3	–	–	–	–
NO OF TIMES PROMOTED										
0	2	7.7	7	26.9	–	–	12	46.2	5	19.2
1	–	–	2	50.0	1	25.0	1	25.0	–	–
2	–	–	1	9.1	–	–	6	54.5	4	36.4
3	1	50.0	–	–	–	–	1	50.0	–	–
4	–	–	1	50.0	1	50.0	–	–	–	–
5	–	–	–	–	–	–	1	100.0	–	–
6	1	100.0	–	–	–	–	–	–	–	–
7 and above	–	–	–	–	–	–	–	–	–	–
MARITAL STATUS										
Single	1	100.0	3	30.0	–	–	4	40.0	2	20.0
Married	3	8.1	8	21.6	2	5.4	17	45.9	7	18.9
Divorced	–	–	–	–	–	–	–	–	–	–
Widow	–	–	–	–	–	–	–	–	–	–
Widower	–	–	–	–	–	–	–	–	–	–
NO OF CHILDREN										
0	2	18.2	3	27.3	–	–	3	27.3	3	27.3
1	1	12.5	2	25.0	1	12.0	3	37.5	1	12.5
2	–	–	2	25.0	–	–	4	50.0	2	25.0
3	–	–	–	–	–	–	3	75.0	1	25.0
4	–	–	1	25.0	–	–	3	75.0	–	–
5	–	–	1	33.3	–	–	2	66.7	–	–
6 and Above	11	11.1	2	22.2	1	11.1	3	33.3	2	22.3
RELIGION										
CHRISTIANITY	1	3.8	6	23.1	11	3.8	14	53.8	4	15.4
ISLAM	3	16.7	3	16.7	1	5.6	7	18.9	4	22.2
OTHERS	–	–	–	–	–	–	–	–	–	–
TOTAL	4	8.5	11	23.4	2	4.3	21	44.7	9	19.1

31.9% are often bored with their job while 63.8% are not often bored with their job.

Table 8

DEPT. Bursary

QUESTION 17 I fell fairly well satisfied with my present job.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	–	–	–	–	–	–	–	–	–	–
21 – 25	1	7.1	7	50.0	1	7.1	4	38.6	1	7.1
26 – 30	3	27.3	5	45.5	1	9.1	1	9.1	1	9.1
31 – 35	1	7.7	11	84.6	1	7.7	–	–	–	–
36 – 40	1	25.0	2	50.0	–	–	1	25.0	–	–
41 – Above	3	60.0	1	20.0	–	–	1	20.0	–	–
SEX										
Male	9	28.1	14	43.8	2	6.3	6	18.8	1	3.1
Female	–	–	12	80.0	1	6.7	1	6.7	1	6.7
QUALIFICATION										
2nd Degree and Above	–	–	2	100.0	–	–	–	–	–	–
1st Degree	–	–	6	75.0	1	12.5	1	12.5	–	–
HND	1	9.0	1	50.0	–	–	–	–	–	–
OND	1	7.1	10	71.4	–	–	1	7.1	2	14.3
WASC	3	27.3	4	36.4	2	18.2	2	18.2	–	–
TTC	2	100.0	–	–	–	–	–	–	–	–
Primary Education	11	100.0	2	–	–	–	2	50.0	–	–
Any Other	–	–	–	–	–	–	–	–	–	–
RANK										
All Clerks	4	28.6	4	28.6	1	7.1	3	21.4	2	14.3
E.O. A/Cs	–	–	–	–	–	–	1	100.0	–	–
Higher E.O. Accounts	2	16.7	9	75.0	–	–	1	8.3	–	–
Senior E.O. Accounts	2	100.0	–	–	–	–	–	–	–	–
Principal E.O. A/Cs	1	250.0	3	75.0	–	–	–	–	–	–
Asst. Chief Exe.	–	–	1	100.0	–	–	–	–	–	–
Chief Execu										
Executive A/Cs	–	–	–	–	–	–	–	–	–	–
Accountant II	–	–	–	–	–	–	–	–	–	–
" I	–	–	4	80.0	1	20.0	–	–	–	–
Snr. Ac u	–	–	1	100.0	–	–	–	–	–	–
Principal Assistant	–	–	2	100.0	–	–	–	–	–	–
Chief Account-ant	–	–	1	100.0	–	–	–	–	–	–

Table 8 Cont.

AGE	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE IN UNIV.										
Below 1year	-	-	6	75.0	1	12.5	1	12.5	-	-
1 - 2years	-	-	5	62.5	-	-	2	25.0	1	12.5
2 - 3 "	1	50.0	-	-	-	-	1	50.0	-	-
3 - 5 "	1	12.5	5	62.5	-	-	1	12.5	1	-
5 - 10 "	5	38.5	6	46.2	1	7.7	1	7.7	-	-
10 - 20 "	-	-	4	80.0	1	20.0	-	-	-	-
20 - Above	2	66.7	-	-	-	-	-	-	-	-
NO OF TIMES PROMOTED										
0	3	11.5	16	61.5	1	3.8	4	15.4	2	7.7
1	1	25.0	1	25.0	1	25.0	1	25.0	-	-
2	3	27.2	7	63.6	-	-	1	9.1	-	-
3	-	-	1	50.0	1	50.0	-	-	-	-
4	1	50.0	-	-	-	-	1	50.0	-	-
5	-	-	1	100.0	-	-	-	-	-	-
6	1	100.0	-	-	-	-	-	-	-	-
7 and Above	-	-	-	-	-	-	-	-	-	-
MARITAL STATUS										
Single	-	-	6	60.0	1	100.0	3	30.0	-	-
Married	9	24.3	20	54.1	2	5.4	4	10.8	2	5.4
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	1	9.1	5	45.5	2	18.2	3	27.3	-	-
1	1	12.5	4	50.0	1	12.5	2	25.0	-	-
2	2	25.0	4	50.0	-	-	-	-	2	25.0
3	-	-	4	100.0	-	-	-	-	-	-
4	-	-	4	100.0	-	-	-	-	-	-
5	-	-	4	100.0	-	-	-	-	-	-
6 and Above	5	55.6	2	66.7	-	-	1	33.3	-	-
RELIGION	4	15.4	16	61.5	1	3.8	3	11.5	2	7.7
CHRISTIANITY	5	27.8	9	50.0	2	11.1	2	11.1	-	-
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	9	19.1	26	55.3	3	6.4	7	14.9	2	4.3

74.4 of feel fairly well satisfied with their jobs while only 19.2% do not.

Table 9

DEPT. Bursary

QUESTION 18 Most of the time I have force myself to go to work.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	-	-	4	28.6	-	-	4	28.6	6	42.9
26 - 30	-	-	3	27.3	-	-	8	72.7	-	-
31 - 35	1	7.7	1	7.7	-	-	2	15.4	9	69.2
36 - 40	1	25.0	-	-	-	-	2	50.0	1	25.0
41 - Above	-	-	1	20.0	-	-	2	40.0	2	40.0
SEX										
Male	2	6.3	7	21.9	-	-	13	40.6	10	31.3
Female	-	-	2	13.3	-	-	5	33.3	8	53.3
QUALIFICATION										
2nd Degree and Above	-	-	-	-	-	-	2	100.0	-	-
1st Degree	-	-	1	12.5	-	-	1	12.5	6	75.0
HND	-	-	-	-	-	-	1	50.0	1	50.0
OND	-	-	2	14.3	-	-	6	42.9	6	42.9
WASC	1	9.1	3	27.3	-	-	4	36.4	3	27.3
TTC	-	-	1	50.0	-	-	1	50.0	-	-
Primary Educ.	-	2	-	-	-	-	-	-	1	100.0
Any Other	1	25.0	2	50.0	-	-	1	25.0	-	-
RNAK										
All Clerks A/Cs	1	7.1	3	21.4	-	-	8	57.1	2	14.3
E.O. Accounts	-	-	1	100.0	-	-	-	-	-	-
Higher E.O. "	1	8.3	4	33.3	-	-	2	16.7	5	41.7
Senior E.O. "	-	-	-	-	-	-	-	-	2	100.0
Principal E.O. Accounts	-	-	-	-	-	-	2	50.0	2	50.0
Asst. Chief Exe Accounts	-	-	-	-	-	-	1	1	1	100.0
Chief Executive Accounts	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Accountant I	-	-	-	-	-	-	1	20.0	4	80.0
Senior Accountant	-	-	-	-	-	-	-	-	1	100.0
Principal Accountant	-	-	-	-	-	-	1	50.0	1	50.0
Asst. Chief Accountant	-	-	-	-	-	-	1	100.0	-	-

Table 9 Cont.

AGE	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE IN UNIVERSITY										
Below 1 Year	-	-	1	12.5	-	-	1	12.5	6	75.0
1 - 2 Years	-	-	2	25.0	-	-	4	50.0	2	25.0
2 - 3 Years	-	-	2	100.0	-	-	-	-	-	-
3 - 5 "	-	-	2	25.0	-	-	4	50.0	2	25.0
5 - 10 "	1	7.7	-	-	-	-	5	38.5	7	53.8
10 - 20 "	1	20.0	1	20.0	-	-	3	60.0	-	-
20 - Above	-	-	1	33.3	-	-	1	33.3	1	33.3
NO OF TIMES PROMOTED										
0	-	-	6	23.1	-	-	10	38.5	10	38.5
1	-	-	1	25.0	-	-	2	50.0	1	25.0
2	1	9.1	1	9.1	-	-	4	36.4	5	45.5
3	1	50.0	-	-	-	-	-	-	1	50.0
4	-	-	1	50.0	-	-	1	50.0	-	-
5	-	-	-	-	-	-	1	100.0	-	-
6	-	-	-	-	-	-	-	-	1	100.0
7 and Above	-	-	-	-	-	-	-	-	-	-
MARITAL STATUS										
Single	-	-	3	30.0	-	-	2	20.0	5	50.0
Married	2	5.4	6	16.2	-	-	16	43.2	13	35.1
Divorced	-	-		-	-	-	-	-	-	-
Widow	-	-		-	-	-	-	-	-	-
Widower	-	-		-	-	-	-	-	-	-
NO OF CHILDREN										
0	1	9.1	3	27.3	-	-	3	27.3	4	36.4
1	-	-	2	25.0	-	-	4	50.0	2	25.0
2	-	-	2	25.0	-	-	4	50.0	2	25.0
3	-	-	-	-	-	-	1	25.0	3	75.0
4	-	-	-	-	-	-	2	50.0	2	50.0
5	-	-	-	-	-	-	2	66.7	1	33.3
6 and Above	1	11.1	2	22.2	-	-	2	22.2	4	44.4
RELIGION										
CHRISTIANITY	-	-	4	15.4	-	-	11	42.3	11	42.3
ISLAM	2	11.1	3	16.7	-	-	7	38.9	6	33.3
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	2	4.3	9	19.1	-	-	18	38.3	18	38.3

76.6% do not have to force themselves to work most of the time while 23.0% have to.

Table 10

DEPT. Bursary

QUESTION 19 I am disappointed that I ever took this jobs.

AGE	Strongly Agree		Agree		Undecided		[illegible]		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	-	-	2	14.3	-	-	6	42.9	6	42.9
26 - 30	1	9.1	1	9.1	1	9.1	6	54.5	2	18.2
31 - 35	-	-	1	7.7	1	7.7	7	53.6	4	30.5
36 - 40	-	-	1	25.0	1	25.0	-	-	2	50.0
41 - Above	-	-	3	60.0	-	-	1	20.0	1	20.0
SEX	1	3.1								
Male	1	3.1	7	21.9	1	3.1	13	40.6	10	31.3
Female	-	-	1	6.7	2	13.3	7	46.7	5	333.3
QUALIFICATION										
2nd Degree	-	-	-	-	1	50.0	1	50.0	-	-
1st Degree	-	-	-	-	1	12.5	4	50.0	3	37.5
HND	-	-	-	-	-	-	1	50.0	1	50.0
OND	-	-	1	7.1	1	7.1	8	57.1	4	28.6
WASC	-	-	5	45.5	-	-	3	27.3	3	27.3
TTC	1	50.0	-	-	-	-	-	-	1	50.0
Primary Educ.	-	-	-	-	-	-	-	-	1	100.0
Any Other	-	-	1	25.0	-	-	2	50.0	1	25.0
RANK										
All Clerks	1	7.1	3	21.4	1	7.1	4	28.6	5	35.7
E.O. Accounts	-	-	1	100.0	-	-	-	-	-	-
Higher E.O. "	-	-	2	16.7	-	-	6	50.0	4	33.3
Senior E.O. "	-	-	1	50.0	-	-	-	-	11	50.0
Principal E.O. Accounts	-	-	-	-	-	-	2	50.0	2	50.0
Asst. Chief Executive A/C	-	-	-	-	-	-	1	100.0	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Accountant I	-	-	-	-	1	20.0	3	60.0	1	20.0
Snr. Accountant	-	-	-	-	-	-	1	100.0	-	-
Principal "	-	-	-	-	1	50.0	-	-	1	50.0
Asst. Chief Accountant	-	-	-	-	-	-	1	100.0	-	-

Table 10 Continued

[illegible]	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE IN UNIVERSITY										
Below 1year	-	-	-	-	-	-	4	50.0	4	50.0
1 - 2years	-	-	2	25.0	-	-	4	60.0	2	25.0
2 - 3 "	1	50.0	1	50.0	-	-	-	-	-	-
3 - 5 "	-	-	-	-	-	-	7	87.5	1	12.5
5 - 10 "	-	-	1	7.7	3	23.1	3	23.1	6	46.2
10 - 20 "	-	-	2	40.0	-	-	2	40.0	1	20.0
20 - Above	-	-	2	66.7	-	-	-	-	1	33,3
NO OF TIMES PROMOTED										
0	1	3.8	3	11.5	1	3.8	15	57.7	6	23.1
1	-	-	1	25.0	-	-	2	50.0	1	25.0
2	-	-	2	18.2	2	18.2	2	18.2	5	45.5
3	-	-	-	-	-	-	-	-	2	100.0
4	-	-	2	100.0	-	-	-	-	-	-
5	-	-	-	-	-	-	-	-	-	-
6	-	-	2	-	-	-	1	100.0	1	1 .-
7 and Above	-	-	-	-	-	-	-	-	1	100.0
MARITAL STATUS										
Single	-	-	1	10.0	-	-	4	40.0	5	50.0
Married	1	2.7	7	18.9	3	8.1	16	43.2	10	27.0
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	-	-	1	9.1	-	-	5	45.5	5	45.5
1	-	-	1	12.5	1	12.5	3	37.5	3	37.5
2	1	12.5	1	12.5	-	-	5	62.5	1	12.5
3	-	-	-	-	1	25.0	3	75.0	-	-
4	-	-	1	25.0	1	25.0	1	25.0	1	25.0
5	-	-	1	33.3	-	-	1	33.3	1	33.3
6 and Above	-	-	3	33.3	-	-	2	28.2	4	44.4
RELIGION										
CHRISTIANITY	1	3,8	4	15.4	2	7.7	12	46.2	7	26.9
ISLAM	-	-	4	22.2	1	5.5	6	33.3	7	38.9
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	1	2.1	8	17,0	3	6.4	20	42.0	15	31.9

74.5% are not disappointed they ever took the jobs they are doing, while only 19.1% are.

DEPT. Bursary

QUESTION 20 I am satisfied with the Manner in which my job is being supervised.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	4	28.6	6	42.9	1	7.1	1	7.1	22	14.3
26 - 30	1	9.1	5	45.5	4	36.4	1	9.1	-	-
31 - 35	-	-	5	50.0	1	8.3	3	25.0	2	16.7
36 - 40	-	-	2	50.0	1	25.0	1	25.0	-	-
41 - Above	1	20.0	2	40.0	1	20.0	-	-	1	20.0
SEX										
Male	4	12.9	12	38.7	7	22.6	4	12.9	4	12.9
Female	2	13.3	9	60.0	1	6.7	2	13.3	1	6.7
QUALIFICATION										
2nd Degree and Above	-	-	-	-	-	-	2	100.0	-	-
1st Degree	-	-	6	75.0	-	-	2	25.0	-	-
HND	1	100.0	-	-	-	-	-	-	-	-
OND	1	7.1	6	42.9	3	21.4	1	7.1	3	21.4
WASC	3	27.3	4	36.4	3	27.3	-	-	1	9.1
TTC	1	50.0	1	50.0	-	-	-	-	-	-
Primary Education	-	-	-	-	1	100.0	-	-	-	-
Any Other	-	-	3	75.0	1	25.0	-	-	-	-
RANK										
All Clerks	4	28.6	5	36.7	3	21.4	-	-	2	14.3
E.O. Accounts	1	100.0	-	-	-	-	-	-	-	-
Higher E.O. "	-	-	6	50.0	3	25.0	1	8.3	2	16.7
Senior E.O. Accounts	-	-	1	50.0	1	50.0	-	-	-	-
Principal E.O. Accounts	1	33.3	-	-	1	33.3	1	33.3	-	-
Asst. Chief Executive A/Cs	-	-	1	100.0	-	-	-	-	-	-
Chief Executive Accounts	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Accountant I	-	-	3	60.0	-	-	2	40.0	-	-
Snr. Accountant	-	-	1	100.0	-	-	-	-	-	-
Principal "	-	-	1	50.0	-	-	1	50.0	-	-
Asst. Chief Accountant	-	-	-	-	-	-	1	100.0	-	-

AGE	. FRQ	%. FRQ	%. FRQ	%. FRQ	%. FRQ	%
YRS OF SERVICE IN UNIVERSITY						
Below 1year	-	-	4	50.0 1	12.5 1	12.5 2	25.0
1 - 2years	2	25.0	5	62.5 -	- -	- 1	12.5
2 - 3 "	1	50.0	1	50.0 -	- -	- -	-
3 - 5 "	1	12.5	4	50.0 2	25.0 -	- 1	12.5
5 - 10 "	1	7.7	5	38.5 3	23.1 4	30.8 -	-
10 - 20 "	-	-	2	50.0 1	25.0 1	25.0 1	33.3
20 - Above "	1	33.3	-	- 1	33.3 -	- 1	33.3
NO OF TIMES PROMOTED						
0	55	19.2	32	46.2 3	11.5 2	7.7 4	15.4
1	2	-	34	100.0 2	- -	- 1	12.5
2	-	-	4	36.4 3	27.3 4	36.4 -	-
3	-	-	1	50.0 1	50.0 -	- -	-
4	-	-	-	- 1	50.0 -	- 1	50.0
5	-	-	-	- -	- -	- -	-
6	-	-	-	- -	- -	- -	-
7	-	-	-	- -	- -	- -	-
MARITAL STATUS						
Single	3	30.0	4	40.0 1	10.0 1	10.0 1	10.0
Married	3	8.3	17	47.2 7	19.4 5	13.9 4	11.1
Divorced	-	-	-	- -	- -	- -	-
Widow	-	-	-	- -	- -	- -	-
Widower	-	-	-	- -	- -	- -	-
NO OF CHILDREN						
0	2	18.2	3	27.3 4	36.4 1	9.1 1	9.1
1	2	25.0	3	37.5 2	25.0 -	- 1	12.5
2	1	12.5	5	25.0 -	- -	- 1	12.5
3	-	-	-	- -	- 2	50.0 -	-
4	-	-	3	75.0 -	- 1	25.0 -	-
5	-	-	-	- -	- -	- 2	100.0
6	1	11.1	4	44.4 2	22.2 2	22.2 -	-
RELIGION						
CHRISTIANITY	4	15.4	12	46.2 2	7.7 4	15.4 4	15.4
ISLAM	2	11.8	7	41.2 5	29.4 2	11.8 1	5.9
OTHERS	-	-	-	- -	- -	- -	-
TOTAL	6	12.8	21	44.7 8	17.0 6	12.8 5	10.6

67.5% are satisfied with the manner their jobs are being supervised.

DEPT. Bursary

QUESTION 21 I enjoy working with my peers.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	8	57.1	5	35.7	-	-	1	7.1	-	-
26 - 30	1	9.1	6	54.5	2	18.2	1	9.1	1	9.1
31 - 35	3	23.1	9	69.2	-	-	1	7.7	-	-
36 - 40	1	25.0	5	50.0	1	25.0	-	-	-	-
41 - Above	11	20.0	3	60.0	1	20.0	-	-	-	-
SEX										
Male	9	28.1	17	53.1	2	6.3	3	9.4	1	3.1
Female	5	33.3	8	53.3	2	13.3	-	-	-	-
QUALIFICATION										
2nd Degree and Above	-	-	1	50.0	1	50.0	-	-	-	-
1st Degree	4	50.0	-	-	-	-	-	-	-	-
HND	1	50.0	-	-	-	-	1	50.0	-	-
OND	3	21.4	9	64.3	1	7.1	1	7.1	-	-
WASC	4	36.4	5	45.5	-	-	1	9.1	1	9.1
TTC	1	50.0	-	-	1	50.0	-	-	-	-
Primary Educa.	1	100.0	-	-	-	-	-	-	-	-
Any Other	-	-	4	100.0	-	-	-	-	-	-
RANK										
All Clerks	6	42.9	4	28.6	2	14.3	1	7.1	1	7.1
E.O. Accounts	1	100.0	-	-	-	-	-	-	-	-
Higher E.O. "	1	8.3	10	83.3	-	-	1	8.3	-	-
Senior E.O. "	1	50.0	1	50.0	-	-	-	-	-	-
Principal E.O. Accounts	1	25.0	2	50.0	-	-	1	25.0	-	-
Assr. Chief Exe. Accounts	-	-	1	100.0	-	-	-	-	-	-
Chief Executive Accounts	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Accountant I	2	40.0	3	60.0	-	-	-	-	-	-
Snr. Accountant	1	100.0	-	-	-	-	-	-	-	-
Principal "	1	50.0	-	-	1	50.0	-	-	-	-
Asst. Chief Accountant	-	-	1	100.0	-	-	-	-	-	-

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE IN UNIV.										
Below 1year	4	50.0	4	50.0	-	-	-	-	-	-
1 - 2years	2	25.0	4	50.0	1	12.5	1	12.5	-	-
2 - 3 "	1	50.0	-	-	1	50.0	-	-	-	-
3 - 5 "	2	25.0	5	62.5	-	-	1	12.5	-	-
5 - 10 "	3	23.1	8	61.5	1	7.7	-	-	1	7.7
10 - 20 "	1	20.0	3	60.0	-	-	1	20.0	-	-
20 - Above "	1	33.3	1	33.3	1	33.3	-	-	-	-
NO OF TIMES PROMOTED										
0	10	38.5	12	46.2	2	7.7	2	7.7	-	-
1	-	-	4	100.0	-	-	-	-	-	-
2	1	9.1	8	72.7	1	9.1	-	-	1	9.1
3	2	100.0	-	-	-	-	-	-	-	-
4	-	-	1	50.0	1	50.0	-	-	-	-
5	-	-	-	-	-	-	1	100.0	-	-
6	-	-	-	-	-	-	-	-	-	-
7	1	100.0	-	-	-	-	-	-	-	-
MARITAL STATUS										
Single	7	70.0	3	30.0	-	-	-	-	-	-
Married	7	18.9	22	59.5	4	10.8	3	8.1	1	2.7
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	7	63.6	3	27.3	-	-	-	-	1	9.1
1	2	25.0	5	62.5	-	-	1	12.5	-	-
2	1	12.5	4	50.0	2	25.0	1	12.5	-	-
3	-	-	4	100.0	-	-	-	-	-	-
4	2	50.0	1	25.0	1	25.0	-	-	-	-
5	-	-	1	33.3	1	33.3	1	33.3	-	-
6 and Above	2	22.2	7	77.8	-	-	-	-	-	-
RELIGION										
CHRISTIANITY	7	26.9	14	53.8	3	11.5	1	3.8	1	3.8
ISLAM	6	33.3	9	50.0	1	5.6	2	11.1	-	-
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	14	29.8	25	53.2	4	8.5	5	6.4	1	2.1

83.0% enjoy working with their associates while 8.5% do not.

Table

DEPT. Bursary

QUESTION 22 I am satisfied with the salary structure of my work.

AGE	Strongly Agree		Agree		Undecided.		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	3	14.3	5	35.7	3	21.4	-	-	4	28.5
26 - 30	2	18.2	4	36.4	2	18.2	2	18.2	1	9.1
31 - 35	1	7.7	8	61.5	2	15.4	2	15.4	-	-
36 - 40	3	75.0	-	-	-	-	-	-	1	25.0
41 - Above	1	20.0	4	80.0	-	-	-	-	-	-
SEX										
Male	5	15.6	13	40.6	7	21.9	2	6.3	5	15.3
Female	4	26.7	8	53.3	-	-	2	13.3	1	6.7
QUALIFICATION										
2nd Degree and Above	-	-	-	-	-	-	-	-	2	100.0
1st Degree	-	-	4	50.0	3	37.5	1	12.5	-	-
HND	1	50.0	1	50.0	-	-	-	-	-	-
OND	3	21.4	7	50.0	3	21.4	-	-	1	7.1
WASC	2	18.2	4	36.4	1	9.1	2	18.2	2	18.2
TTC	1	50.0	-	-	-	-	-	-	1	50.0
Primary Educa.	1	100.0	-	-	-	-	-	-	-	-
Any Other	1	25.0	2	50.0	-	-	1	75.00	-	-
RANK										
All Clerks	4	28.6	3	21.4	2	14.3	2	14.3	3	21.4
E.O. Accounts	-	-	-	-	-	-	-	-	1	100.0
Higher E.O. A/Cs	3	25.0	8	66.7	1	8.3	-	-	-	-
Senior E.O. "	1	50.0	1	50.0	-	-	-	-	-	-
Principal E.O. Accounts	1	25.0	2	50.0	1	25.0	-	-	-	-
Asst. Chief Executive A/Cs	-	-	1	100.0	-	-	-	-	-	-
Chief Exec. "	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
" I	-	-	1	20.0	3	60.0	1	20.0	-	-
Snr. "	-	-	1	100.0	-	-	-	-	-	-
Principal Accountant	-	-	1	50.0	-	-	-	-	1	50.0
Asst. Chief Accountant	-	-	1	-	-	-	-	-	1	100.0

Table 13 Cont.

AGE	.FRQ	%.	FRQ	%.	FRQ	%	.FRQ	%	.FRQ	%
YERS OF SERVICE UNIVERSITY										
Below 1 Years	2	25.0	2	25.0	3	37.5	-	-	1	12.5
1 - 2 Years	2	25.0	4	50.0	-	-	1	12.5	1	12.5
2 - 3 "	1	50.0	-	-	-	-	-	-	1	50.0
3 - 5 "	-	-	4	50.0	2	25.0	1	12.5	1	12.5
5 - 10 "	2	15.4	7	53.8	2	15.4	1	7.7	1	7.7
10 - 20 "	1	20.0	2	40.0	-	-	1	20.0	1	20.0
20 - Above	1	33.3	2	66.7	-	-	-	-	-	-
NO OF TIMES PROMOTED										
0	5	19.2	10	38.5	5	19.2	1	3.8	5	19.2
1	-	-	2	50.0	-	-	2	50.0	-	-
2	3	27.3	4	45.5	2	18.2	-	-	1	9.1
3	-	-	1	50.0	-	-	1	50.0	-	-
4	-	-	2	100.0	-	-	-	-	-	-
5	-	-	1	100.0	-	-	-	-	-	-
6	1	100.0	-	-	-	-	-	-	-	-
7 and Above	-	-	-	-	-	-	-	-	-	-
MARITAL STATUS										
Single	2	20.0	4	40.0	2	20.0	-	-	2	20.0
Married	7	18.9	17	45.9	3	13.5	4	10.8	4	10.8
Divorced	-	-	-	-	-	-	-	-	-	-
Widow.r	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	1	9.1	3	27.3	3	27.3	2	18.2	2	18.2
1	1	12.5	4	50.0	1	12.5	1	12.5	1	12.5
2	2	25.0	3	37.5	2	25.0	-	-	1	12.5
3	-	-	2	50.0	1	25.0	1	25.0	-	-
4	1	25.0	2	50.0	-	-	-	-	1	25.0
5	1	33.3	2	66.7	-	-	-	-	-	-
6 and Above	3	33.3	5	55.6	-	-	-	-	1	11.1
RELIGION CHRISTIANITY	7	26.9	10	38.5	2	7.7	2	7.7	5	19.2
ISLAM	2	11.1	10	55.6	4	22.2	1	5,6	1	5.6
TOTAL	9	19.1	21	44.7	7	14.9	4	8.5	6	12.8

63.8% are satisfied with the salary structure of their jobs while 21.3% are not.

DEPT. Bursary

QUESTION 23 I am proud of my organisation/ University.

AGE	Strongly Agree		Agree		Undecided		Diagree		Strongly Diagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	5	38.7	7	50.0	1	7.1	1	7.1	-	-
26 - 30	2	18.2	5	45.5	2	18.2	-	-	2	18.2
31 - 35	2	15.4	9	69.2	1	7.7	1	7.7	-	-
36 - 40	3	75.0	-	-	1	25.0	-	-	-	-
41 Above	1	25.0	2	50.0	1	25.0	-	-	-	-
SEX										
Male	9	29.0	14	45.2	6	19.4	1	3.2	1	3.2
Female	4	26.7	9	60.0	-	-	1	6.7	1	6.7
UQALIFICATION										
2nd Degree and Above	2	100.0	-	-	-	-	-	-	-	-
1st Degree	1	12.5	6	75.0	1	12.5	-	-	-	-
HND	1	50.0	1	50.0	-	-	-	-	-	-
OND	2	14.3	8	57.1	1	7.1	1	7.1	2	14.3
WASC	3	27.3	4	36.4	3	27.3	1	9.1	-	-
TTC	1	50.0	1	50.0	-	-	-	-	-	-
Primary Educa.	1	100.0	-	-	-	-	-	-	-	-
Any Other	1	25.0	3	75.0	-	-	-	-	-	-
RANK										
All Clerks	5	35.7	5	35.7	2	14.3	-	-	2	14.3
E.O. Accounts	-	-	-	-	-	-	1	100.0	-	-
Higher E.O. "	3	25.0	7	58.3	1	8.3	1	8.3	-	-
Senior E.O. "'	1	50.0	1	50.0	-	-	-	-	-	-
Principal E.O. Accounts	1	25.0	2	50.0	1	25.0	-	-	-	-
Asst. Chief Exe Accounts	-	-	1	100.0	-	-	-	-	-	-
Chief Executive Accounts	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Accountant I	1	20.0	3	60.0	1	20.0	-	-	-	-
Snr. "	-	-	1	100.0	-	-	-	-	-	-
Principal Accountant	1	50.0	1	50.0	-	-	-	-	-	-
Asst. Chief Accountant	1	100.0	-	-	-	-	-	-	-	-

Table 14 Continued

AGE	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE IN UNIVERSITY										
Below 1year	3	37.5	3	37.5	1	12.5	1	12.5	-	-
1 - 2years	2	25.0	5	62.5	-	-	-	-	-	-
2 - 3 "	-	-	1	50.0	-	-	1	50.0	-	-
3 - 5 "	1	12.5	6	75.0	1	12.5	-	-	-	-
5 - 10 "	5	38.5	6	46.2	1	7.7	-	-	1	7.7
10 - 20 "	1	20.0	2	40.0	2	40.0	-	-	-	-
20 - Above	1	50.0	-	-	1	50.0	-	-	-	-
NO OF TIMES PROMOTED										
0	7	26.9	13	50.0	2	7.7	2	7.7	2	7.7
1	-	-	4	100.0	-	-	-	-	-	-
2	5	45.5	4	36.4	2	18.2	-	-	-	-
3	-	-	1	50.0	1	50.0	-	-	-	-
4	-	-	-	-	1	100.0	-	-	-	-
5	-	-	1	100.0	-	-	-	-	-	-
6	-	-	-	-	-	-	-	-	-	-
7 and Above	1	100.0	-	-	-	-	-	-	-	-
MARITAL STATUS										
Single	4	40.0	4	40.0	1	10.0	1	10.0	-	-
Married	9	25.0	19	52.8	5	13.9	1	2.8	2	5.6
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	4	36.4	4	36.4	2	18.2	1	9.1	-	-
1	1	12.5	5	62.5	1	12.5	-	-	1	12.5
2	2	25.0	4	50.0	1	12.5	-	-	1	12.5
3	-	-	4	100.0	-	-	-	-	-	-
4	1	25.0	2	50.0	1	25.5	-	-	-	-
5	-	-	1	50.0	-	-	1	50.0	-	-
6 and Above	5	55.6	3	33.3	1	11.1	-	-	-	-
RELIGION										
Christianity	9	34.6	12	46.2	2	7.7	2	7.7	1	3.8
Islam	4	23.5	9	52.9	3	17.6	-	-	1	5.9
Others	-	-	-	-	-	-	-	-	-	-
TOTAL	713	27.7	23	48.9	6	12.8	2	4.3	2	4.3

A large 76.6% are proud of their organisation while only 08.6% are not.

DEPT. Bursary

QUESTION Management/Administration of my Organisation/University is O.K.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	-	-	4	28.6	1	7.1	6	42.9	3	21.4
26 - 30	-	-	1	9.1	4	36.4	3	27.3	3	27.3
31 - 35	1	7.7	3	23.1	1	7.7	6	46.2	2	15.4
36 - 40	-	-	1	25.0	-	-	2	50.0	1	25.0
41 - Above	2	40.2	-	-	1	20.0	2	40.0	-	-
SEX										
Male	3	9.4	3	9.4	6	18.8	12	37.5	8	25.0
Female	-	-	5	40.0	1	6.7	7	46.7	1	6.7
QUALIFICATION										
2nd Degree and Above	-	-	-	-	-	-	2	100.0	-	-
1st Degree	-	-	2	25.0	-	-	5	62.5	1	12.5
HND	1	50.0	-	-	-	-	1	50.0	-	-
OND	-	-	4	28.6	3	21.4	2	14.3	5	35.7
WASC	1	9.1	1	9.1	2	18.2	6	54.5	1	9.1
TTC	-	-	-	-	1	50.0	-	-	1	50.0
Primary Educa.	-	-	-	-	-	-	-	-	1	100.0
Any Other	1	25.0	1	25.0	1	25.0	1	25.0	-	-
RANK										
All Clerks	-	-	2	14.3	2	14.3	6	42.9	4	28.6
E.O. Accounts	-	-	-	-	-	-	1	100.0	-	-
Higher E.O. A/Cs	1	8.3	4	33.3	2	16.7	2	16.7	3	25.0
Senior E.O. "	1	50.0	-	-	-	-	-	-	1	50.0
Principal E.O"	1	25.0	1	25.0	1	25.0	1	25.0	-	-
Asst. Chief Exe Accounts	-	-	-	-	1	1100.0	-	-	-	-
Chief Executive Accounts	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Accountant I	-	-	-	-	-	-	4	80.0	1	20.0
Snr. "	-	-	1	100.0	-	-	-	-	-	-
Principal Accountant	-	-	-	-	-	-	2	100.0	-	-
Asst. Chief Accountant	-	-	-	-	-	-	1	100.0	-	-

Table Cont.

AGE	.FRQ	%	FRQ	%	FRQ	%	.FRQ	%	FRQ	%
YRS OF SERVICE IN UNIVERSITY										
Below 1year	-	-	2	25.0	-	-	3	37.5	3	37.5
1 - 2years	-	-	3	37.5	1	12.5	3	37.5	1	12.5
2 - 3 "	-	-	-	-	-	-	1	50.0	1	50.0
3 - 5 "	-	-	1	12.5	2	25.0	3	37.5	2	25.0
5 - 10 "	1	7.7	3	23.1	4	30.8	3	23.1	2	15.4
10 - 20 "	1	-	-	-	-	-	4	80.0	-	-
20 - Above	1	-	-	-	-	-	22	66.7	-	-
NO OF TIMES PROMOTED	-	-	5	[illegible]	3	11.5	1	3.5		3.
0	-	-	5	19.2	3	11.5	10	38.5	8	30.8
1	1	25.0	1	25.0	1	25.0	1	25.0	-	-
2	1	9.1	3	27.7	3	27.3	3	27.3	1	9.1
3	-	-	-	-	-	-	2	100.0	-	-
4	-	-	-	-	-	-	1	100.0	-	-
5	-	-	-	-	-	-	-	-	-	-
6	1	100.0	-	-	-	-	-	-	-	-
7 and Above	-	-	-	-	-	-	-	-	-	-
MARITAL STATUS										
Single	-	-	3	30.0	-	-	5	50.0	2	20.0
Married	3	8.1	2	16.2	7	18.9	14	37.8	7	18.9
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	-	-	2	18.2	1	9.1	6	54.5	2	18.2
1	-	-	2	25.0	3	37.5	1	12.5	2	25.0
2	-	-	1	12.5	1	12.5	3	37.5	3	37.5
3	-	-	1	25.0	1	25.0	2	50.0	-	-
4	-	-	1	25.0	-	-	3	75.0	-	-
5	-	-	-	-	-	-	2	66.7	1	33.3
6 and Above	3	33.3	2	22.2	1	11.1	2	22.2	1	11.1
RELIGION										
CHRISTIANITY	1	3.8	6	23.1	3	11.5	11	42.3	5	19.2
ISLAM	2	11.1	2	11.1	4	22.2	6	33.3	4	22.2
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	3	6.4	9	19.1	7	14.9	19	40.0	9	19.1

A large 59.5% said management/Administration of their organisation is not O.K. while only 25.5% said it is.

DEPT. Bursary

QUESTION 25 I feel secure to work in the organisation

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	1	7.1	6	42.9	1	7.1	2	14.3	4	28.6
26 - 30	-	-	3	27.3	5	45.5	3	27.3	-	-
31 - 35	3	23.1	5	38.5	5	38.5	-	-	-	-
36 - 40	-	-	2	50.0	1	25.0	1	25.0	-	-
41 - Above	1	20.0	2	40.0	2	40.0	-	-	-	-
SEX										
Male	5	15.6	10	31.3	8	25.0	5	15.6	4	12.5
Female	-	-	8	53.3	6	40.0	1	66.7	-	-
QUALIFICATION										
2nd Degree and Above	-	-	-	-	1	50.0	1	50.0	-	-
1st Degree	-	-	5	62.5	2	25.0	-	-	11	12.5
HND	1	50.0	1	50.0	-	-	-	-	-	-
OND	-	-	5	35.7	7	50.0	-	-	2	14.3
WASC	1	9.1	6	54.5	1	9.1	2	18.2	1	9.1
TTC	1	50.0	-	-	-	-	1	50.0	-	-
Primary Educa.	-	-	-	-	-	-	1	100.0	-	-
Any Other	1	25.0	1	25.0	1	25.0	1	25.0	-	-
RANK										
All Clerks	2	14.3	4	28.6	2	14.3	3	21.4	3	21.4
E.O. Accounts	-	-	-	-	-	-	1	100.0	-	-
Higher E.O. A/Cs	2	16.7	6	50.0	4	33.3	-	-	-	-
Senior E.O. "	-	-	1	50.0	-	-	1	50.0	-	-
Principal E.O. Accounts	1	25.0	1	25.0	2	50.0	-	-	-	-
Asst. Chief Exe Accounts	-	-	-	-	1	100.0	-	-	-	-
Chief Executive Accounts	-	-	-	-	-	-	-	-	-	-
Accountant I	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Snr. Accountant	-	-	3	60.0	1	20.0	-	-	1	20.0
Principal "	-	-	1	100.0	-	-	-	-	-	-
Asst. Chief	-	-	-	-	2	100.0	-	-	-	-

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE IN UNIVERSITY										
Below 1year	-	-	4	50.0	2	25.0	-	-	2	25.0
1 - 2years	-	-	3	37.5	3	37.5	1	12.5	1	12.5
2 - 3 "	-	-	-	-	-	-	2	100.0	-	-
3 - 5 "	1	12.5	3	37.5	2	25.0	1	12.5	1	12.5
5 - 10 "	1	7.7	5	38.9	6	46.2	1	7.7	-	-
10 - 20 "	2	40.0	2	40.0	-	-	1	20.0	-	-
20 - Above	1	33.3	1	33.3	1	33.3	-	-	-	-
NO OF TIMES PROMOTED										
0	1	3.8	10	38.5	6	23.1	5	19.2	4	15.4
1	-	-	3	75.0	1	25.0	-	-	-	-
2	2	18.2	3	27.3	5	45.5	1	9.1	-	-
3	1	50.0	-	-	1	50.0	-	-	-	-
4	-	-	1	50.0	-	-	-	-	-	-
5	-	-	1	100.0	-	-	-	-	-	-
6	-	-	-	-	-	-	-	-	-	-
7 and Above	1	100.0	-	-	-	-	-	-	-	-
MARITAL STATUS										
Single	-	-	5	50.0	1	10.0	2	20.0	2	20.0
Married	5	13.5	13	35.1	13	35.1	4	10.8	2	5.4
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	1	9.1	3	27.3	2	18.2	3	27.2	2	18.2
1	-	-	5	62.5	2	25.0	-	-	1	12.5
2	1	12.5	3	37.5	2	25.0	1	12.5	1	12.5
3	-	-	1	25.0	3	75.0	-	-	-	-
4	-	-	2	50.0	2	50.0	-	-	-	-
5	-	-	1	33.3	2	66.7	-	-	-	-
6 and Above	3	33.3	33	33.3	1	11.1	2	22.2	-	-
RELIGION										
CHRISTIANITY	2	7.7	9	34.6	8	30.8	4	15.4	3	11.5
ISLAM	3	16.7	7	38.9	6	33.3	1	5.6	1	5.6
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	5	10.6	18	38.3	14	29.8	6	12.8	4	8.5

48.9% feel secure to work in the organisation while 21.3% do not and a fairly large 29.8% and undecided.

Table 17

DEPT. Bursary

QUESTION 26 I feel secure in my job.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	2	14.3	5	35.7	1	7.1	3	21.4	3	21.4
26 - 30	-	-	3	27.3	4	36.4	3	27.3	1	9.1
31 - 35	-	-	7	53.8	5	38.5	1	7.7	-	-
36 - 40	1	25.0	-	-	1	25.0	2	50.0	-	-
41 - Above	-	-	3	60.0	2	40.0	-	-	-	-
SEX										
Male	1	3.1	12	37.5	9	28.1	6	18.8	4	12.5
Female	2	13.3	6	40.0	4	26.7	3	20.0	-	-
QUALIFICATION										
2nd Degree and Above	-	-	-	-	2	100.0	-	-	-	-
1st Degree	1	12.5	3	37.5	3	37.5	-	-	1	12.5
HND	-	-	2	100.0	-	-	-	-	-	-
OND	-	-	4	28.6	4	28.6	4	28.6	2	14.3
WASC	1	9.1	5	45.5	1	9.1	3	27.3	1	9.1
TTC	-	-	1	50.0	1	50.0	-	-	-	-
Primary Educa.	-	-	-	-	-	-	1	100.0	-	-
Any Other	1	25.0	1	25.0	1	25.0	1	25.0	-	-
RANK										
All Clerks	1	7.1	3	21.4	2	14.3	5	35.7	3	21.4
E.C. Accounts	-	-	-	-	-	-	1	100.0	-	-
Higher E.C. "	1	8.3	7	58.3	2	16.7	2	16.7	-	-
Snr. E.C. "	-	-	1	50.0	-	-	1	50.0	-	-
Principal E.C. Accounts	-	-	2	50.0	2	50.0	-	-	-	-
Asst. Chief Executive A/Cs	-	-	-	-	-	-	-	-	-	-
Chief Executive Accounts	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	2	40.0	2	40.0	-	-	1	20.0
Accountant I	-	-	1	100.0	-	-	-	-	-	-
Snr. Account-ant	-	-	-	-	2	100.0	-	-	-	-
Principal Accountant	-	-	-	-	1	100.0	-	-	-	-

AGE	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE IN UNIVERSITY										
Below 1year	-	-	5	62.5	-	-	1	12.5	2	25.0
1 - 2years	2	25.0	1	12.5	2	25.0	2	25.0	1	12.5
2 - 3years	-	-	1	50.0	-	-	1	50.0	-	-
3 - 5 "	-	-	3	37.5	2	25.0	3	37.5	-	-
5 - 10 "	1	7.7	3	23.1	7	53.8	1	7.7	1	7.7
10 - 20 "	-	-	3	60.0	1	20.0	1	20.0	-	-
20 - Above	-	-	2	60.7	1	33.3	-	-	-	-
NO OF TIMES PROMOTED	1	3.8	10	38.5	4	15.4	7	26.9	4	15.4
0	1	25.0	2	50.0	1	25.0	-	-	-	-
1	1	9.1	2	18.2	6	54.5	2	18.2	-	-
2	-	-	1	50.0	1	50.0	-	-	-	-
3	-	-	1	50.0	1	50.0	-	-	-	-
4	-	-	1	100.0	-	-	-	-	-	-
5	-	-	-	-	-	-	-	-	-	-
6	-	-	1	100.0	-	-	-	-	-	-
7 and Above	-	-	-	-	-	-	-	-	-	-
MARITAL STATUS										
Single	2	20.0	4	40.0	-	-	2	20.0	2	20.0
Married	1	2.7	14	37.8	13	35.1	7	18.9	2	5.4
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	1	9.1	4	36.4	1	9.1	3	27.3	2	18.2
1	1	12.5	3	37.5	2	25.0	-	-	2	25.0
2	-	-	4	50.0	1	12.5	3	37.5	-	-
3	-	-	-	-	4	100.0	-	-	-	-
4	-	-	1	25.0	2	50.0	1	25.0	-	-
5	-	-	1	33.3	1	33.3	1	33.3	-	-
6 and Above	1	11.1	5	55.6	2	22.2	1	11.1	-	-
RELIGION										
CHRISTIANITY	1	3.8	11	42.3	5	23.1	6	23.1	2	7.7
ISLAM	1	5.6	6	33.3	7	38.9	2	11.1	2	11.1
OTHERS	-	-	-	-	-	-	-	-	-	-
	3	6.4	18	38.2	13	27.7	9	19.1	4	8.4

44.7% feel secure in their jobs while 27.5% do not feel so a fairly large 27.7% are undecided.

Table 18

DEPT. Bursary

QUESTION The training and educational facilities are quite adequate for improving our sills.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	–	–	–	–	–	–	–	–	–	–
21 – 25	2	14.3	2	14.3	3	21.4	5	35.7	2	14.3
26 – 30	–	–	2	18.2	1	9.1	5	45.5	3	27.3
31 – 35	2	15.4	3	23.1	2	15.4	3	23.1	3	23.1
36 – 40	1	25.0	–	–	–	–	–	–	1	25.0
41 – Above	–	–	1	20.0	2	40.0	1	20.0	1	20.0
SEX										
Male	4	12.5	4	12.5	5	15.4	10	31.5	9	28.1
Female	1	6.7	4	26.7	3	20.0	6	40.0	1	6.7
QUALIFICATION										
2nd Degree and Above	–	–	–	–	–	–	2	100.0	–	–
1st Degree	–	–	2	25.0	1	12.5	3	37.5	2	25.0
HND	–	–	1	50.0	–	–	–	–	1	50.0
OND	–	–	4	28.6	3	21.4	4	28.6	3	21.4
WASC	1	9.1	1	9.1	2	18.2	4	36.4	3	27.3
TTC	1	50.0	–	–	–	–	1	50.0	–	–
Primary Educa.	1	100.0	–	–	–	–	–	–	–	–
Any Other	1	25.0	–	–	1	25.0	1	25.0	1	25.0
RANK										
All Clerks A/Cs	2	14.3	1	7.1	1	7.1	6	42.9	4	28.6
E.O. Accounts	–	–	–	–	–	–	–	–	1	100.0
Higher E.O. "	2	16.7	4	33.3	2	16.7	3	25.0	1	8.3
Snr. E.O. "	1	50.0	–	–	–	–	1	50.0	–	–
Principal E.O. Accounts	–	–	1	25.0	1	25.0	–	–	2	50.0
Asst. Chief Exe	–	–	–	–	1	100.0	–	–	–	–
Chief Executive Accounts	–	–	–	–	–	–	–	–	–	–
Accountant II	–	–	–	–	–	–	–	–	–	–
Accountant I	–	–	1	20.0	1	20.0	1	20.0	2	40.0
Senitr A	–	–	–	–	–	–	1	100.0	–	–
Principal Accountant	–	–	–	–	–	–	2	1100.0	–	–
Asst. Chief Accountant	–	–	–	–	–	–	1	100.0	–	–

Table 18 Cont.

AGE	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE In UNIVERSITY										
Below 1year	–	–	1	12.5	2	25.0	2	25.0	3	37.5
1 – 2years	1	12.5	2	25.0	2	25.0	3	37.5	–	–
2 – 3 "	–	–	–	–	–	–	1	50.0	1	50.0
3 – 5 "	1	12.5	2	25.0	–	–	4	50.0	1	12.5
5 – 10 "	2	15.4	1	7.7	3	23.1	5	38.5	2	15.4
10 – 20 "	1	20.0	1	20.0	–	–	1	20.0	2	40.0
20 – Above	–	–	1	33.3	1	33.3	–	–	1	33.3
NO OF TIMES PROMOTED										
0	2	7.7	4	15.4	4	15.4	10	38.5	6	23.1
1	–	–	1	25.0	1	25.0	2	50.0	–	–
2	3	27.3	1	9.1	2	18.2	3	27.3	2	18.2
3	–	–	–	–	–	–	1	50.0	1	50.0
4	–	–	1	50.0	1	50.0	–	–	–	–
5	–	–	1	100.0	–	–	–	–	–	–
6	–	–	–	–	–	–	–	–	–	–
7 and Above	–	–	–	–	–	–	–	–	1	100.0
MARITAL STATUS										
Single	1	10.0	2	20.0	3	30.0	2	20.0	2	20.0
Married	[illegible]	10.3	6	16.2	5	13.5	14	37.8	8	12.6
Divorced	–	–	–	–	–	–	–	–	–	–
Widow	–	–	–	–	–	–	–	–	–	–
Widower	–	–	–	–	–	–	–	–	–	–
NO OF CHILDREN										
0	[illegible]	9.1	1	9.1	2	18.2	3	27.3	4	36.4
1	–	–	1	2.5	2	25.0	3	37.5	2	25.0
2	1	12.5	3	37.5	–	–	3	37.5	1	12.5
3	–	–	1	25.0	2	50.0	1	25.0	–	–
4	–	–	–	–	–	–	3	75.0	1	25.0
5	–	–	1	33.3	1	33.3	–	–	1	33.0
6 and Above	3	33.3	1	11.1	1	11.1	3	33.3	1	11.1
RELIGION										
CHRISTIANITY	2	7.7	4	15.4	4	15.4	12	48.2	4	15.4
ISLAM	3	16.7	3	16.7	3	16.7	4	22.2	5	27.8
OTHERS	–	–	–	–	–	–	–	–	–	–

DEPT. Bursary

QUESTION 28 I have good opportunity for advancement.

AGE	Strongly agree		Agree		Undecided		Disagre		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	3	21.4	4	28.6	2	14.3	4	28.6	1	7.1
26 - 30	1	9.1	3	27.3	3	27.3	3	27.3	1	9.1
31 - 35	1	7.7	6	46.2	5	38.5	1	7.1	-	-
36 - 40	-	-	1	25.0	-	-	1	25.0	2	25.0
41 - Above	1	20.0	2	40.0	1	20.0	1	20.0	-	-
SEX										
Male	3	9.4	12	37.5	6	18.8	8	25.0	3	9.4
Female	3	20.0	4	26.7	5	33.3	2	13.3	1	6.7
QUALIFICATION										
2nd Degree and Above	-	-	-	-	-	-	1	50.0	1	50.0
1st Degree	1	12.5	4	50.0	3	37.5	-	-	-	-
HND	1	50.0	1	50.0	-	-	-	-	-	-
OND	1	7.1	3	21.4	5	35.7	3	21.4	2	14.3
WASC	2	18.2	3	27.3	2	18.2	3	27.3	1	9.1
TTC	1	50.0	-	-	-	-	1	50.0	-	-
Primary	-	-	-	-	-	-	1	100.0	-	-
Any Other	-	-	3	75.0	-	-	1	25.0	-	-
RANK										
All Clerks	3	21.4	2	14.3	1	7.1	5	35.7	3	21.4
E.O. Accounts	-	-	-	-	-	-	1	100.0	-	-
Higher	1	8.3	7	58.3	2	16.7	2	16.7	-	-
Senior	-	-	1	50.0	-	-	1	50.0	-	-
Principal E.O. Accounts	1	25.0	1	25.0	2	50.0	-	-	-	-
Asst. Chief Executive A/Cs	-	-	-	-	1	100.0	-	-	-	-
Chief [illegible]cut Executive	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Accountant I	-	-	2	40.0	3	60.0	-	-	-	-
Snr. Accountant	-	-	1	100.0	-	-	-	-	-	-
Principal "	-	-	1	50.0	-	-	-	-	1	50.0
Asst. Chief Accountant	-	-	-	-	-	-	1	100.0	-	-

Table 19 Cont.

AGE	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE IN UNIVERSITY.										
Below - 1year	1	12.5	3	37.5	2	25.0	1	12.5	1	12.5
1 - 2years	2	25.0	2	25.0	2	25.0	2	25.0	-	-
2 - 3 "	1	50.0	-	-	1	-	1	50.0	-	-
3 - 5 "	-	-	4	50.0	1	12.5	3	37.5	-	—
5 - 10 "	-	-	5	38.5	5	38.5	1	7.7	2	15.4
10 - 20 "	1	20.0	2	40.0	-	-	1	20.0	1	20.0
20 - and Above	1	33.3	-	-	1	33.3	1	33.3	-	-
NO OF TIMES PROMOTED										
0	3	11.5	9	34.6	4	15.4	8	30.8	2	7.7
1	1	25.0	1	25.0	2	50.0	-	-	-	-
2	-	-	4	36.4	4	36.4	1	9.1	2	18.2
3	1	50.0	1	50.0	-	-	-	-	-	-
4	-	-	-	-	1	50.0	1	50.0	-	-
5	-	-	1	100.0	-	-	-	-	-	-
6	-	-	-	-	-	-	-	-	-	-
7 and Above	1	100.0	-	-	-	-	-	-	-	-
MARITAL STATUS										
Single	3	30.0	3	30.0	2	20.0	1	10.0	1	10.0
Married	3	8.1	13	35.1	9	24.3	9	24.3	3	8.1
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	3	27.3	3	27.3	2	18.2	2	18.2	1	9.1
1	1	12.5	2	25.0	3	37.5	1	12.5	1	12.5
2	1	12.5	3	37.5	1	12.5	3	37.5	-	-
3	-	-	-	-	4	100.0	-	-	-	-
4	-	-	2	50.0	-	-	-	-	2	50.0
5	-	-	1	35.3	1	33.3	1	33.3	-	-
6 and Above	1	11.1	5	55.6	-	-	3	33.3	-	-
RELIGION										
CHRISTIANITY	4	15.4	7	26.9	6	23.1	6	23.1	3	11.5
SILAM	1	5.6	8	44.4	5	27.8	3	16.7	1	5.6
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	6	12.8	16	34.0	11	23.4	10	21.3	4	8.5

46.8% said they have good opportunity for advancement while 29.8% said they do not. 23.4% are undecided.

Table 20

DEPT. Bursary

QUESTION 29 I receive full medical facilities

AGE	Stongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	-	-	11	78.6	1	7.1	1	7.1	1	7.1
26 - 30	2	18.2	5	45.5	-	-	4	36.4	-	-
31 - 35	1	7.7	8	61.5	1	7.7	1	7.7	2	15.4
36 - 40	1	25.0	-	-	-	-	3	75.0	-	-
41 - and Above	1	20.0	2	40.0	1	20.0	1	20.0	-	-
QUALIFICATION										
2nd Degree and Above	-	-	-	-	-	-	2	100.0	-	-
1st Degree	-	-	6	75.0	1	12.5	1	12.5	-	-
HND	-	-	2	100.0	-	-	-	-	-	-
OND	3	21.4	7	50.0	1	7.1	2	14.3	1	7.1
WASC	1	9.1	8	72.7	-	-	1	9.1	1	9.1
TTC	-	-	1	50.0	-	-	1	50.0	-	-
Primary Educa.	-	-	-	-	-	-	1	100.0	-	-
Any Other	1	25.0	2	50.0	-	-	1	25.0	-	-
RANK										
All Clerks	1	7.1	9	64.3	-	-	2	14.3	2	14.3
E.O. Accounts	-	-	1	100.0	-	-	-	-	-	-
Higher E.O. "	3	25.0	5	41.7	-	-	3	25.0	1	8.3
Senior E.O. "	-	-	1	50.0	-	-	1	50.0	-	-
Principal E.O. Accounts	1	25.0	2	50.0	1	25.0	-	-	-	-
Asst. Chief Executive A/Cs	-	-	1	100.0	-	-	-	-	-	-
Chief Executive Accounts	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Accountant I	-	-	4	80.0	1	20.0	-	-	-	-
Snr. "	-	-	1	100.0	-	-	-	-	-	-
Principal "	-	-	-	-	-	-	2	100.0	-	-
Asst. Chief Accountant	-	-	-	-	-	-	1	100.0	-	-
SEX										
Male	3	9.4	15	46.9	3	9.4	8	25.0	3	9.4
Female	2	13.3	11	73.3	-	-	2	13.3	-	-

Table 20 Cont.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE IN UNIVERSITY										
Below 1year	1	12.5	5	62.5	1	12.5	-	-	1	12.5
1 - 2years	1	12.5	6	75.0	-	-	1	12.5	-	-
2 - 3 "	-	-	2	100.0	-	-	-	-	-	-
3 - 5 "	-	-	4	50.0	-	-	4	50.0	-	-
5 - 10 "	2	15.4	6	46.2	1	7.7	3	23.1	1	7.7
10 - 20 "	-	-	2	40.0	-	-	2	40.0	1	20.0
20 - and Above	1	33.3	1	33.3	1	33.3	-	-	-	-
NO OF TIMES PROMOTED										
0	2	7.7	16	16.5	1	3.3	6	23.1	1	3.8
1	-	-	4	100.0	-	-	-	-	-	-
2	2	18.2	4	36.4	1	9.1	3	27.3	1	9.1
3	-	-	-	-	-	-	1	50.0	1	50.0
4	2	50.0	-	-	1	50.0	-	-	-	-
5	-	-	1	100.0	-	-	-	-	-	-
6	-	-	-	-	-	-	-	-	-	-
7 and above	-	-	1	100.0	-	-	-	-	-	-
MARITAL STATUS										
Single	-	-	8	80.0	1	10.0	-	-	1	10.0
Married	5	13.5	18	48.6	2	5.4	10	27.0	2	5.4
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	-	-	8	72.7	1	9.1	-	-	2	18.2
1	1	12.5	6	75.0	-	-	1	12.5	-	-
2	1	12.5	4	50.0	-	-	3	37.5	-	-
3	-	-	3	75.0	1	25.0	-	-	-	-
4	-	-	1	25.0	-	-	3	75.0	-	-
5	1	33.3	1	33.3	1	33.3	-	-	-	-
6	2	22.2	3	33.3	-	-	3	33.3	1	11.1
RELIGION										
CHRISTIANITY	2	7.7	18	69.2	-	-	4	15.4	2	7.7
ISLAM	3	16.7	6	33.8	2	11.1	6	33.3	1	5.6
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	5	10.5	26	55.3	3	6.4	10	21.3	3	6.4

65.8% said they receive fukk medical facilities while 27.7 said they do not.

Table 21

DEPT. Bursary

QUESTION 30 There is team work in my work place

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	4	28.6	6	42.9	-	-	4	28.6	-	-
26 - 30	1	9.1	6	54.5	2	18.2	1	9.1	1	9.1
31 - 35	1	8.3	8	66.7	-	-	3	25.0	-	-
36 - 40	1	20.0	2	50.0	-	-	-	-	1	25.0
41 - and Above	1	20.0	2	40.0	-	-	2	40.0	-	-
SEX										
Male	6	18.8	16	50.0	2	6.3	7	21.9	1	3.1
Female	2	14.3	8	57.1	-	-	3	21.4	1	7.1
QUALIFICATION										
2nd Degree and Above	-	-	1	50.0	-	-	-	-	1	50.0
1st Degree	2	28.6	2	28.6	-	-	3	42.9	-	-
HND	1	50.0	1	50.0	-	-	-	-	-	-
OND	4	14.3	6	42.9	2	14.3	3	21.4	1	7.1
WASC	1	9.1	8	72.7	-	-	2	18.2	-	-
TTC	1	50.0	1	50.0	-	-	-	-	-	-
Primary Educa.	1	100.0	-	-	-	-	-	-	-	-
Any Other	-	-	3	75.0	-	-	1	25.0	-	-
RANK										
All Clerks	3	21.4	9	64.3	-	-	1	7.1	1	7.1
E.O. Accounts	-	-	-	-	-	-	1	100.0	-	-
Higher E.O. "	1	8.3	6	50.0	1	8.3	4	33.3	-	-
Senior E.O. "	1	50.0	1	50.0	-	-	-	-	-	-
Principal E.O. Accounts	1	25.0	2	50.0	1	25.0	-	-	-	-
Asst. Chief Executive A/Cs	-	-	1	100.0	-	-	-	-	-	-
Chief Executive	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Accountant I	1	20.0	2	40.0	-	-	2	40.0	-	-
Snr. "	-	-	-	-	-	-	-	-	-	-
Principal Accountant	-	-	-	-	-	-	1	50.0	1	50.0
Asst. Chief Accountant	-	-	1	100.0	-	-	-	-	-	-
YRS OF SERVICE IN UNIV.										
Below 1year	3	37.5	3	37.5	-	-	2	75.0	-	-
1 - 2years	1	12.5	5	62.5	-	-	2	25.0	-	-
2 - 3 "/	1	50.0	-	-	-	-	1	50.0	-	-
3 - 5 "	-	-	4	57.1	1	14.3	2	28.6	-	-
5 - 10 "	1	7.7	7	53.8	1	7.7	2	15.4	2	15.4
10 - 20 "	1	20.0	4	80.0	-	-	-	-	-	-
20 - Above	1	33.3	1	33.3	-	-	1	33.3	-	-

Table 21 Cont.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
NO OF TIMESZ PROMOTED										
0	4	16.0	12	48.0	1	4.0	2	28.0	1	4.0
1	1	25.0	3	75.0	-	-	-	-	-	-
2	1	9.1	7	63.6	1	9.1	1	9.1	1	9.1
3	1	50.0	-	-	-	-	1	50.0	-	-
4	-	-	1	50.0	-	-	1	50.0	-	-
5	-	-	1	100.0	-	-	-	-	-	-
6	1	100.0	-	-	-	-	-	-	-	-
7 and above	-	-	-	-	-	-	-	-	-	-
MARITAL STATUS										
Single	4	40.0	4	40.0	-	-	2	20.0	-	-
Married	4	11.1	20	55.6	2	5.6	8	22.2	2	5.6
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	4	36.4	5	45.5	-	-	2	18.2	-	-
1	1	12.5	2	25.0	2	25.0	2	25.0	1	12.5
2	1	12.5	5	82.5	-	-	2	25.0	-	-
3	-	-	3	75.0	-	-	1	25.0	-	-
4	-	-	1	33.3	-	-	1	33.3	1	33.3
5	-	-	2	66.7	-	-	1	33.3	-	-
6 and Above	2	22.2	6	66.7	-	-	1	11.1	-	-
RELIGION										
CHRISTIANITY	4	16.0	15	60.0	-	-	5	20.0	1	4.0
ISLAM	3	16.0	8	44.4	2	11.1	4	22.2	1	5.6
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	8	17.0	24	51.1	2	4.3	10	21.3	2	4.3

68.1% said there is team work in their work place. 25.6% said no team work.

Table 22

DEPT. Bursary

QUESTION 31 I don't find difficultyyto communicate with my boss about my personnal and on the job problems.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	4	28.6	6	42.9	-	-	4	28.6	-	-
26 - 30	1	9.1	5	45.5	1	9.1	2	18.2	2	18.2
31 - 35	3	23.1	7	53.8	1	7.7	2	15.4	-	-
36 - 40	-	-	2	50.0	-	-	1	25.0	1	25.0
41 - Above	1	20.0	2	40.0	-	-	1	20.0	1	20.0
SEX										
Male	4	12.5	16	50.0	2	6.3	7	21.9	3	9.4
Female	1	33.3	6	40.0	-	-	3	20.0	1	6.7
QUALIFICATION										
2nd Degree and Above	-	-	-	-	-	-	1	50.0	1	50.0
1st Degree	4	50.0	3	37.5	-	-	1	12.5	-	-
HND	1	50.0	1	50.0	-	-	-	-	-	-
OND	4	28.6	7	50.0	1	7.1	1	7.1	1	7.1
WASC	-	-	6	54.5	1	9.1	4	36.4	-	-
TTC	-	-	1	50.0	-	-	1	50.0	-	-
Primary Educa.	-	-	-	-	-	-	1	100.0	-	-
Any Other	-	-	3	75.0	-	-	-	-	1	25.0
RANK										
All Clerks	2	14.3	5	35.7	1	7.1	4	28.6	2	14.3
E.O. Accounts	-	-	1	100.0	-	-	-	-	-	-
Higher E.O. "	2	16.7	7	58.3	-	-	3	25.0	-	-
Snr. E.O. "	-	-	1	50.0	-	-	1	50.0	-	-
Principal E.O. Accounts	1	25.0	2	50.0	1	25.0	-	-	-	-
Asst. Chief Executive A/Cs	-	-	1	100.0	-	-	-	-	-	-
Chief Exe. "	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
" I	2	40.0	2	40.0	-	-	1	20.0	-	-
Snr. "	1	100.0	-	-	-	-	-	-	-	-
Principal Accountant	-	-	1	50.0	-	-	-	-	1	50.0
Asst. Chief Accountant	-	-	-	-	-	-	1	100.0	-	-

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE IN UNIV.										
Below 1year	5	62.5	3	37.5	-	-	-	-	-	-
1 - 2years	2	25.0	3	37.5	-	-	3	37.5	-	-
2 - 3 "	-	-	2	100.0	-	-	-	-	-	—
3 - 5 "	1	12.5	4	50.0	-	-	2	25.0	-	-
5 - 10 "	-	-	7	53.8	1	7.7	3	23.1	2	15.4
10 - 20 "	-	-	3	60.0	1	20.0	1	20.0	-	-
20 - Above	1	33.3	-	-	-	-	1	33.3	1	33.3
NO OF TIMES PROMOTED										
0	7	26.9	11	42.3	-	-	6	23.1	2	7.7
1	1	25.0	3	75.0	-	-	-	-	-	-
2	-	-	6	54.5	1	9.1	3	27.3	1	9.1
3	-	-	1	50.0	1	50.0	-	-	-	-
4	-	-	-	-	-	-	1	50.0	1	50.0
5	-	-	1	100.0	-	-	-	-	-	-
6	1	100.0	-	-	-	-	-	-	-	-
7 and Above	-	-	-	-	-	-	-	-	-	-
MARITAL STATUS										
Single	4	40.0	4	40.0	-	-	2	20.0	-	-
Married	5	13.5	18	48.5	2	5.4	8	21.5	4	10.8
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	3	27.3	5	45.5	1	9.1	1	9.1	1	9.1
1	1	12.5	2	25.0	1	12.5	3	37.5	1	12.5
2	2	25.0	5	62.5	-	-	1	12.5	-	-
3	-	-	3	75.0	-	-	1	25.0	-	-
4	1	25.0	2	50.0	-	-	-	-	1	25.0
5	1	33.3	1	33.3	-	-	-	-	1	33.3
6 and Above	1	11.1	4	44.4	-	-	4	44.4	-	-
RELIGION										
CHRISTIANITY	6	23.1	13	50.0	-	-	6	23.1	1	3.8
ISLAM	1	5.6	9	50.0	2	11.1	4	22.2	2	11.1
TOTAL	9	19.1	22	46.8	2	4.3	10	21.3	4	8.5

65.9% said they don have difficulty communicating with their boss about personal or on the job problems.

Table 23

DEPT. Bursary

QUESTION I don't find any difficulty in Communicating with my peers.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	7	50.0	3	21.4	2	14.3	2	14.3	-	-
26 - 30	1	9.1	6	54.5	1	9.1	2	118.2	1	9.1
31 - 35	3	23.1	6	46.2	1	7.7	3	23.1	-	-
36 - 40	1	25.0	2	50.0	1	25.0	-	-	-	-
41 - Above	-	-	2	40.0	2	40.0	-	-	1	20.0
SEX										
Male	8	25.0	14	43.8	4	12.5	5	15.6	1	3.1
Female	4	26.7	5	33.3	3	20.0	2	13.3	1	6.7
QUALIFICATION										
2nd Degree and Above	-	-	-	-	1	50.0	1	50.0	-	-
1st Degree	4	50.0	3	37.5	-	-	1	12.5	-	-
HND	-	-	1	50.0	-	-	-	-	1	50.0
OND	3	21.4	5	35.7	2	14.3	3	21.4	1	7.1
WASC	3	27.3	5	45.5	3	27.3	-	-	-	-
TTC	1	50.0	-	-	-	-	1	50.0	-	-
Primary Educa.	1	100.0	-	-	-	-	-	-	-	-
Any Other	-	-	4	100.0	-	-	-	-	-	-
RANK										
All Clerks	4	28.5	5	35.7	2	14.3	2	14.3	1	7.1
Snr. Accounts	1	100.0	-	-	-	-	-	-	-	-
Higher E.O. "	2	16.7	5	41.7	2	16.7	3	25.0	-	-
Senior E.O. "	1	50.0	1	50.0	-	-	-	-	-	-
Principal	-	-	2	50.0	1	25.0	-	-	1	25.0
Asst. Chief Executive A/Cs	-	-	1	100.0	-	-	-	-	-	-
Chief " "	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Accountant I	3	60.0	1	20.0	-	-	1	20.0	-	-
Snr. Accountant	1	100.0	-	-	-	-	-	-	-	-
Principal A/Cs	-	-	1	50.0	1	50.0	-	-	-	-
Asst. Chief Executive A/Cs	-	-	-	-	-	-	-	-	-	-

Table 23 Cont.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE IN UNIVERSITY										
Below 1year	5	62.5	1	12.5	1	12.5	1	12.5	-	-
1 - 2years	2	25.0	4	50.0	1	12.5	-	-	1	12.5
2 - 3 "	2	100.0	-	-	-	-	-	-	-	-
3 - 5 "	2	25.0	3	37.5	-	-	3	37.5	-	-
5 - 10 "	1	7.7	8	61.5	2	15.4	2	15.4	-	-
10 - 20 "	-	-	3	60.0	1	20.0	1	20.0	-	-
20 - Above	-	-	-	-	2	66.7	-	-	1	33.3
NO OF TIMES PROMOTED										
0	11	42.3	7	26.9	2	7.7	5	19.2	1	3.8
1	-	-	4	100.0	-	-	-	-	-	-
2	1	9.1	6	54.5	2	18.2	2	18.2	-	-
3	-	-	1	50.0	1	50.0	-	-	-	-
4	-	-	-	-	2	100.0	-	-	-	-
5	-	-	1	100.0	-	-	-	-	-	-
6	-	-	-	-	-	-	-	-	1	100.0
7	-	-	-	-	-	-	-	-	-	-
MARITAL STATUS										
Single	7	70.0	1	10.0	2	20.0	-	-	-	-
Married	5	35.5	18	48.6	5	13.5	7	18.9	2	5.4
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OC CHILDREN										
0	6	54.5	2	18.2	3	27.3	-	-	-	-
1	1	12.5	6	75.0	1	12.5	-	-	-	-
2	3	37.5	1	12.5	-	-	3	37.5	1	12.5
3	-	-	3	75.0	-	-	1	25.0	-	-
4	1	25.0	2	50.0	1	25.0	-	-	-	-
5	-	-	1	33.3	1	33.3	1	33.3	-	-
6 and Above	1	11.1	4	44.4	1	11.1	2	22.2	1	11.1
RELIGION										
CHRISTIANITY	8	30.8	8	30.8	3	11.5	5	19.2	2	7.7
ISLAM	3	16.7	9	50.0	4	22.2	2	11.1	-	-
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	12	25.5	19	40.0	7	14.9	7	14.9	2	4.3

65.5% do not find difficulty communicating with their peers.

Table 24

DEPT. Bursary

QUESTION 33 I don't find any difficulty communicating with my subordinates.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	6	42.9	6	42.9	1	7.1	1	7.1	-	-
26 - 30	2	18.2	8	72.7	-	-	1	9.1	-	-
31 - 35	4	30.8	9	69.0	-	-	-	-	-	-
36 - 40	2	50.0	2	50.0	-	-	-	-	-	-
41 - Above	-	-	3	60.0	2	40.0	-	-	-	-
SEX										
Male	9	28.1	18	56.3	3	9.4	2	6.3	-	-
Female	5	33.3	10	66.7	-	-	-	-	-	-
QUALIFICATION										
2nd Degree	-	-	1	50.0	-	-	1	50.0	-	-
1st Degree	3	37.5	5	62.5	-	-	-	-	-	-
HND	-	-	2	100.0	-	-	-	-	-	-
OND	5	35.7	9	64.3	-	-	-	-	-	-
WASC	3	27.3	6	54.5	2	18.2	-	-	-	-
TTC	-	-	1	50.0	-	-	1	50.0	-	-
Primary Educa.	1	100.0	-	-	-	-	-	-	-	-
Any Other	2	50.0	2	50.0	-	-	-	-	-	-
RANK										
All Clerks	4	28.6	8	57.1	1	7.1	1	7.1	-	-
E.O. Accounts	1	100.0	-	-	-	-	-	-	-	-
Higher E.O."	4	33.3	7	58.3	1	8.3	-	-	-	-
Senior E.O.	1	50.0	1	50.0	-	-	-	-	-	-
Principal E.O. Accounts	1	25.0	3	75.0	-	-	-	-	-	-
Asst. Chief Executive A/Cs	-	-	1	100.0	-	-	-	-	-	-
Chief " "	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
Accountant I	2	40.0	3	60.0	-	-	-	-	-	-
Snr.	-	-	1	100.0	-	-	-	-	-	-
Principal Accountant	1	50.0	1	50.0	-	-	-	-	-	-
Asst. Chief Accountant	-	-	-	-	-	-	1	100.0	-	-
YERS OF SERVICE IN UNIV.										
Below 1year	4	50.0	4	50.0	-	-	-	-	-	-
1 - 2years	3	37.5	4	50.0	1	12.5	-	-	-	-
2 - 3 "	1	50.0	1	50.0	-	-	-	-	-	-

Table 24 Cont.

AGE	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
3 - 5"	1	12.5	6	75.0	-	-	-	-	1	12.5
5 - 10"	4	30.8	9	69.2	-	-	-	-	-	-
10 - 20"	1	20.0	3	60.0	-	-	-	-	1	20.0
20 - Above	-	-	1	33.3	2	66.7	-	-	-	-
NO OF TIMES PROMOTED										
0	9	34.6	14	53.8	1	3.8	2	7.7	-	-
1	-	-	4	100.0	-	-	-	-	-	-
2	4	36.4	7	63.6	-	-	-	-	-	-
3	1	50.0	1	50.0	-	-	-	-	-	-
4	-	-	-	-	2	100.0	-	-	-	-
5	-	-	1	100.0	-	-	-	-	-	-
6	-	-	1	100.0	-	-	-	-	-	-
7 and Above	-	-	-	-	-	-	-	-	-	-
MARITAL STATUS										
Single	6	60.0	4	40.0	-	-	-	-	-	-
Married	8	21.6	24	64.9	3	8.1	2	5.4	-	-
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	5	45.5	6	54.5	-	-	-	-	-	-
1	2	25.0	5	62.5	1	12.5	-	-	-	-
2	3	37.5	4	50.0	-	-	1	12.5	-	-
3	-	-	4	100.0	-	-	-	-	-	-
4	1	25.0	3	75.0	-	-	-	-	-	-
5	-	-	2	66.7	1	33.3	-	-	-	-
6and above	3	33.3	4	44.4	1	11.1	1	11.1	-	-
RELIGION										
CHRISTIANITY	7	26.9	17	65.4	1	3.8	1	3.8	-	-
ISLAM	7	38.9	8	44.4	2	11.1	1	5.6	-	-
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	14	29.8	28	59.6	3	6.4	2	4.3	-	-

89.4% do not have difficulty communicating their subordinates only 4.3% do.

Table 25

DEPT. Bursary

QUESTION Social activities of the organisation is adequate.

AGE	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
Below 20	-	-	-	-	-	-	-	-	-	-
21 - 25	-	-	2	14.3	5	35.7	2	14.3	5	35.7
26 - 30	1	9.1	3	27.3	1	9.1	3	29.3	3	27.3
31 - 35	-	-	2	15.4	2	15.4	3	23.1	6	46.2
36 - 40	-	-	-	-	-	-	-	-	4	100.0
41 - Above	1	25.0	2	50.0	1	25.0	-	-	-	-
SEX										
Male	1	3.2	7	22.6	4	12.9	7	22.6	12	38.7
Female	1	6.7	2	13.3	5	33.3	1	6.7	6	40.0
QUALIFICATION										
2nd Degree and Above	-	-	1	50.0	-	-	-	-	1	50.0
1st Degree	-	-	1	12.5	3	37.5	-	-	4	50.0
HND	1	50.0	-	-	-	-	1	50.0	-	-
OND	1	7.1	2	14.3	3	21.4	2	14.3	6	42.9
WASC	-	-	3	27.3	2	18.2	2	18.2	4	36.4
TTC	-	-	1	50.0	-	-	1	50.0	-	-
Primary Educa.	-	-	-	-	-	-	-	-	1	100.0
Any Other	-	-	1	33.3	-	-	-	-	2	60.7
RANK										
All Clerks	1	7.1	3	21.4	1	7.1	3	21.4	6	42.9
E.O. Accounts	-	-	-	-	-	-	-	-	1	100.0
Higher E.O. "	-	-	3	27.3	2	18.2	2	18.2	4	36.4
Senior E.O. "	-	-	1	50.0	-	-	-	-	1	50.0
Principal E.O. Accounts	1	25.0	-	-	1	25.0	1	25.0	1	25.0
Asst. Chief Exe. Accounts	-	-	-	-	-	-	1	100.0	-	-
Chief Executive Accounts	-	-	-	-	-	-	-	-	-	-
Accountant II	-	-	-	-	-	-	-	-	-	-
A " I	-	-	1	20.0	2	40.0	-	-	2	40.0
Snr. "	-	-	-	-	-	-	-	-	1	100.0
Principal Accountant	-	-	-	-	-	-	-	-	2	100.0
Asst. Chief Accountant	-	-	1	100.0	-	-	-	-	-	-

AGE	FRQ	%	FRQ	%	FRQ	%	FRQ	%	FRQ	%
YRS OF SERVICE IN UNIVERSITY										
Below 1year	-	-	1	12.5	4	50.0	-	-	3	37.5
1 2years	1	14.3	-	-	2	28.6	2	28.6	2	28.6
2 - 3 "	-	-	-	-	-	-	1	50.0	1	50.0
3 - 5 "	-	-	1	12.5	-	-	2	25.0	5	62.5
5 - 10 "	-	-	4	30.8	2	15.4	2	15.4	5	38.5
10 - 20 "	-	-	2	40.0	-	-	1	20.0	2	40.0
20 - Above	1	33.3	1	33.3	1	33.3	-	-	-	-
NO OF TIMES PROMOTED										
0	1	4.0	4	16.0	5	20.0	5	20.0	10	40.0
1	-	-	1	25.0	2	50.0	-	-	1	25.0
2	-	-	3	27.3	1	9.1	2	18.2	5	45.5
3	-	-	-	-	-	-	-	-	2	100.0
4	-	-	1	50.0	1	50.0	-	-	-	-
5	-	-	-	-	-	-	1	100.0	-	-
6	-	-	-	-	-	-	-	-	-	-
7 and Above	1	100.0	-	-	-	-	-	-	-	-
MARITAL STATUS										
Single	-	-	-	-	5	50.0	1	10.0	4	40.0
Married	2	5.6	9	25.0	4	11.1	7	19.4	14	38.9
Divorced	-	-	-	-	-	-	-	-	-	-
Widow	-	-	-	-	-	-	-	-	-	-
Widower	-	-	-	-	-	-	-	-	-	-
NO OF CHILDREN										
0	-	-	1	9.1	4	36.4	1	9.1	5	45.5
1	-	-	2	25.0	2	25.0	2	25.0	2	25.0
2	1	12.5	1	12.5	1	12.5	1	25.0	3	37.5
3	-	-	1	25.0	1	25.0	-	-	1	25.0
4	-	-	-	-	-	-	1	[illegible]	4	100.0
5	-	-	[illegible]	[illegible]	[illegible]	33.3	1	33.3	1	33.3
6 and Above	1	12.5	4	50.0	-	-	1	12.5	2	25.0
RELIGION										
CHRISTIANITY	2	7.7	4	15.4	4	15.4	6	33.1	10	38.5
ISLAM	-	-	5	29.4	3	17.6	2	11.8	7	41.2
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	2	4.3	9	19.1	9	19.1	8	17.0	18	38.3

55. 3% said social activities of the organisations are not adequate while 23.4% said they are.

Chapter 5

FINDINGS

The first table is a summary of the data analysis, showing the responses to questions 10 to 34 classified under strongly agree and agree, undecided and strongly dissagree and dissagree. They are further classified according to frequency (F) and percentage (%).

1) (*) is used for questions whose responses of strongly agree and agree indicate dissatisfaction;

2) while the other questions of strongly agree or agree indicate satisfaction with the job.

5.1 Table For Registry Department

Questions No.	Strongly Agree Agree		Undecided		Strongly Dissagree and Dissagree	
	F	%	F	%	F	%
10	21	85.7	3	6.1	2	4.1
11	25	50.7	4	8.2	18	36.7
12	39	79.6	2	4.1	7	14.3
13	14	28.4	17	34.7	17	34.7
14*	8	16.3	4	8.2	26	73.5
15*	23	46.5	7	14.3	18	36.7
16*	12	24.4	-		36	72.4
17	38	77.5	1	2.0	6	20.4
18*	8	16.3	1	2.0	40	81.6
19 *	5	10.2	5	10.2	39	79.6
20	5	10.2	5	10.2	39	79.6
21	39	79.6	3	6.1	7	14.3
22	35	71.4	5	10.2	9	18.4
23	40	81.6	4	8.2	5	10.2
24	20	40.8	13	26.3	15	30.6
25	34	69.4	5	10.2	9	20.4
26	34	69.4	7	14.3	8	16.3
27	26	53.1	6	12.2	17	34.6
28	25	51.0	8	16.3	15	30.6
29	31	73.3	4	8.2	14	28.5
30	45	91.7	-		4	8.2
31	42	85.7	2	4.1	5	10.2
32	45	93.9	2	4.1	1	2.1
33	45	91.9	1	20.0	3	6.1
34	17	34.7	12	24.5	20	40.8

Registry Department

Questions whose responses of strongly agree and agree indicate satisfaction (to the nearest 50%)

	Satisfied	Dissatisfied	50-50 Satisfied//Dissatisfied
1.	Job like a hobby	1) Supervision of work	1) Interest as compared with friends
2.	Job is interesting	2) Social activities	2) Management of the organisation
3.	Fairly well satisfied		
4.	Working with peers		
5.	Salary structure		
6.	Proud of organisation		
7.	Security in organisation.		
8.	Security in job		
9.	Training and Educational facilities		
10.	Opportunity for Advancement		
11.	Medical facilities		
12.	Team work		
13.	Communication with boss.		
14.	Communication with peers.		
15.	Communication with subordinates		

Registry Department

Classification of Questions whose responses of strongly agree and agree indicate dissatisfaction. (with *). To the nearest 50%

Satisfied	Dissatisfied	50-50 Satisfaction or Dissatisfaction
1. Job pleasant	1) Job conditions could be improved	
2. No boredom with job.	2) Work and leisure time.	
3. Do not force self to work		
4. Not dissappointed they took the job.		

Findings In The Registry Department

1) Of the 47 respondents that answered this question 85.6% said that there are conditions concerning their job that could be improved upon (Table 1).

2) 28.6% see their friends as more interested in their jobs than they while 34.7% do not see their friends as more interested in their jobs and the remaining 34.7% were undecided (Table 4).

3) 73.6% are dissatisfied with the way their job is being supervised (Table 11)

4) 40.8% said social activities of the organisation is not adequate, (Table 25).

These answers are irrespective of their age, sex, qualifications rank, years of working in the university, number of times promoted, marital status, number of children, and religion. (See Tables 1, 4, 20 and 25). Despite these responses.

1) 60% see their job as a hobby though a higher percentage of the lower ranks (01-06) do not see it so (Table 2.)

ii) 79.6% see their job as interesting enough to keep them from getting bored. (Table 3).

iii) 75.5% do not consider their job rather unpleasant. (Table 5)

iv) 72.4% are not often bored with their job. (Table 7).

v) 77.5% feel fairly well satisfied with their job. (Table 8).

vi) 81.6% do not have to force themselves to go to work most of the time (Table 9).

vii) 79.6% are not dissappointed that they ever took this job. (Table 19).

viii) 46.5% enjoy their work more than their leisure time while 36.7% do not. (Table 6). Answers to 1 - viii) cuts across Age to Religion.

2. Attitudes towards co-workers and towards team work in the organisation.

79.6% enjoy working with their peers. (Table 12)

91.7% said there is team work in the work place (Table 21).

3. Attitude towards financial reward.

71.4% are satisfied with the salary structure of their job (Table 13).

4. Attitude towards the organisation and the organisation management.

81.6% are proud of their organisation (Table 15).

5. Attitude towards job security in the organization.

69.4% feel secure in the organisation. (Table 16)

69.0% feel secure in their job (Table 17).

6. Attitude towards training and educational facilities

53.1% said the training and educational facilities are quite adequate for improving their skill (Table 18).

7. Attitudes towards promotional opportunities.

51.0% said they have good opportunity for advancement Table 19).

8. Attitudes towards medical care.

63.3% said they receive full medical facilities (Table 20)

9. Attitudes towards the communication system.

85.7% do not have any difficulty communicating with their boss about their personal or on the job problems. (Table 22).

93.8% do not find any difficulty communicating with their associates (Table 23).

91.9% do not find difficulty communicating with their subordinates (Table 24).

It can be concluded from this findings that Registry staff are satisfied with their job. The following areas however need to be improved - supervision of their work, social activities and the management of the department. This goes to support hyppthesis number 5 on page 3 which says that job satisfaction is related to a good many things besides financial reward - relative status of individual within the social and economic group with which he identifies himself, relations with superiors and associates on the job, ... competition, religion, security, and provision for social activities.

5.2 Table For Bursary Department

Question No.	Strongly agree & Agree		Undecided		Strongly disagree and disagree	
	F	%	F	%	F	%
10.	40	85.0	3	6.4	3	6.4
11	29	61.2	5	10.5	13	27.5
12.	36	76.6	3	6.4	8	17.1
13	22	29.6	13	27.7	20	42.6
14*	12	25.5		-	35	74.5
15*	21	44.6	5	10.6	20	42.5
16*	15	31.9	2	4.3	30	63.8
17	35	74.4	3	6.4	9	29.2
18*	11	23.4		-	36	76.6
19*	9	19.1	3	6.4	35	74.5
20	27	67.5	8	17.0	11	23.4
21	39	83.0	4	8.5	4	8.5
22	30	63.8	7	14.9	10	21.3
23	36	76.6	6	12.8	4	8.6
24	12	25.5	7	14.9	28	59.5
25	23	48.9	14	29.8	10	21.3
26	21	44.7	13	27.7	13	27.5
27	13	27.6	8	17.0	25	55.3
28	22	46.8	11	23.4	14	29.8
29	31	65.8	3	6.4	13	27.7
30	32	68.1	2	4.3	12	25.6
31	31	65.9	2	4.3	14	29.8
32	31	65.5	7	14.9	9	29.2
33	42	89.4	3	6.4	2	4.3
34	11	23.4	9	19.1	26	55.3

Bursary Department

Questions whose responses of strongly agree and agree indicate satisfaction to the nearest 50%

Satisfaction	Dissatisfaction	50 - 50 Satisfaction/dissatis.
1. Job like a hobby	1. Not pround of organization	1. Friends more interested in their job.
2. Job is interesting	2. Security in job	2. Training and Educational facilities.
3. Fairly well satisfied	3. Opportunity for advancement.	
4. Satisfied with supervision.	4. Social activities	
5. Enjoy working with associates.		
6. Satisfied with salary structure.		
7. Secure in organization		
8. Receive full medical care		
9. Team work in work place.		
10. No difficulty communicating with boss.		
11. Noddiculty communicating with associates.		
12. No difficulty communicating with subordinates.		

Bursary Department

Questions whose responses of strongly agree and agree indicate dissatisfaction (with *) To the nearest 50%

Satisfied	Dissatisfied	50-50 Satisfied/Dissatisfied
1. Job is pleasant	1. Conditions of job.	1. Work and leisure time.
2. Not often bored		
3. Do not force self to work.		
4. Not dissappointed that I ever took this job.		

Findings In The Bursary Department

1. 86.1% of the respondents said there are some conditions concerning their job that could be improved. Again this high percentage is irrespective of their age, sex, qualifications, rank, number of times promoted, marital status, family responsibility and religion. (Table 1).
2. 42.4% saidit seems their friends are more interested in their job than they (Table 4).
   42.5% do not enjoy their work more than their leisure time while 44.6% do and 10.6% were undecided (Table 6).
3. 59.5% said management/administration of their organization is not OK while only 25.5% said it is OK. (Table 15).
4. 48.9% feel secure to work in the organisation 21.3% do not feel secure while 29.8% were undecided. (Table 16).
   Again only 44.7% feel secure in their job while 27.5% do not and 27.7% were undecided. (Table 17).
5. 55.3% said the training and educationall facilities are not quite adequate for improving their skills (Table 18).
6. 46.8% said they have good opportunity for advancement. This is below 50% of respondents (Table 19).
7. 55.3% said social activities of the organisation is not adequate. (Table 25).

Though these percentages said the conditions of their job that needs to be improved, management of the organization not OK, feel insecure in the organization and in their job, and social activities not adequate,

i) 61.2% see their work as a hobby. (Table 2).

ii) 76.6% said their job is interesting enough to keep them from getting bored (Table 3).

iii) 73.5% do not consider their job rather unpleasant (Table 5).

iv) 63.8% are not often bored with their job (Table 7).

v) 74.4% feel fairly well satisfied with their job (Table 8).

vi) 76.6% do not have to force themselves to work. (Table 19)

vii) 74.5% are not dissappointed they ever took the job. (Table 10)

viii) 67.5% are satisfied with the manner their job is being supervised.

ix) 83.0% enjoy working with their associates (Table 12).

x) 63.8% are satisfied with the salary structure of their job (Table 13).

xi) 76.6% are proud of their organisation (Table 14)

xii) 65.8% said they receive full medical facilities (Table 20)

xiii) 68.1% said there is team work in their work place (Table 21)

xiv) 65.0% said they do not have difficulty communicating with their boss about personal and on the job problems (Table 22).

xv 65.5% do not find difficulty communicating with their peers. (Table 23).

xvi) 89.4% do not have difficulty communicating with their subordinates. (Table 24)

It is observed that answers to questions (i - xvi) cuts across age, sex, qualifications, rank, working experience, years of service in the university, number of times promoted, marital status, family responsibility, and religion.

On the whole it can be said that Bursary staff are satisfied with their job. However areas like job security, advancement opportunity, social activities, training, interest in job should be looked into by the management.

5.3 Comparison of Job Satisfaction In The Registry and Bursary Department

1) Both departments said that there are conditions concerning their job that could be improved.
2) Registry department staff are dissatisfied with the manner in which their job is being supervised but the Bursary is not.
3) Registry do not enjoy their work more than their leisure time but the Bursary does.
4) Bursary department staff are not proud of their organization.
5) Bursary department staff do not feel secure in their job.
6) Bursary department staff do see good opportunity for advancement.
7) In both departments they are not satisfied with the privision of the social activities.
8) In the Registry they are 50-50 on whether their friends are more interested in their job.

- the management of the organization.

9) The Bursary staff are also 50-50 on the comparison of the interest of their friends on their job.

- Training and educational facilities for improving their skill
- the relationship between their work and their leisure time.

The finding is that the Registry staff are slightly more satisfied with their job than the Bursary staff.

5.4 Job Satisfaction And Performance

The findings show that both the Registry and Bursary staff are satisfied with their job.

However if the findings of the "Bajoga Committee" is any legal document to relly upon then, it can be said that the Registry and Bursary staff are not performing.

> "The level of performance, commitment and supervision in the Registry and Bursary Department are generally low. Record keeping and retrieval system are poor."[1]

It can rightly be concluded therefore that job satisfaction has no relationship with performance as examplified by the findings in the Registry and Bursary Departments. This disproves the hypothesis that job satisfaction leads to higher performance (page 3 hypothesis 3).

The findings also show that satisfaction here is not related to type of job being done (hypothesis 2). Again though satisfied employee turnover is high in the two departments (hypothesis 7).

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1. New Dimension Vol. 2 NO.8 (page 7).

Chapter 6

SUMMARY, CONCLUSION AND RECOMMENDATION

The university manager unlike his counter-part in business lacks the managerial sensitivity to labour turnover, performance, absenteeism which are all symptoms of job dissatisfaction. A computerized analyses of ninety six (96) questionnaires shows that members of staff of the Registry department though satisfied their job content, salary structure, health facilities etc are dissatisfied with social facilities, management of their departments. Also the Bursary staff though satisfied with their job are dissatisfied with supervision of their job, social amenities among others. A comparison of the two departments shows that Registry staff are slightly more satisfied in their job than Bursary staff.

Areas of satisfaction and dissatisfaction cuts across, age, sex, rank, educational qualification, number of children, years of working in the university religion and marital status.

Though satisfied with their job, the "Bajoga Committee" reported that the staff of both the Registry and Bursary Departments are not performing.

Conclusion

The Registry and Bursary staff despite the monotony of their job, the threat of retrenchment are satisfied with their job. The strongly held view that there is a relationship between job satisfaction and sex, age, marital status, number of times promoted,

years of working in the organization, religion, is strongly challenged by the findings of this study.

The study further support previous attitude theories which has shown that on job satisfaction which says that there is no relationship between job satisfaction and performance.

Recommendation

It is recommended that the management of the University look into these areas of satisfaction highlighted by the findings (management of the departments, supervision of their work, social activities) with the intention to improving them. While academicians could carry out further studies in this area with the goal of increasing knowledge.

The University authority should carry out further study to determine the reasons why the staff of the Registry and Bursary staff are not performing despite their job satisfaction.

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Dear Sir/Madam

This blank contains some questions and statements about you and your job. You are to tick below each statement which best describes how you feel about your present job.

There is no right or wrong answer. We would like your honest opinion on each of the questions/statements. Your opinion will be kept confidential.

Thank you for your co-operation.

E. U. Ande

Appendix 1

Questionnaire On Job Satisfaction In The Registry And Bursary Departments Of Ahmadu Bello University, Zaria

1) What is your age?

(a) below 20 years (b) 21-25 years (c) 26-30 years

(d) 31-35 years (e) 36-40 years (f) 41 and above

2) What is your sex? (a) Male (b) Female

3) What is your educational qualification?

(a) 2nd degree and above (b) 1st degree (c) HND (d) OND

(e) W ASC (f) TTC (g) Prim. Education (h) Any other

4) What is your Rank? (official designation)

(a) (b) (c)

5) How long have you been working in the University?

(a) below 1 year (b) 2-3 years (c) 2-3 years

(d) 3.5 years (e) 5-10 years (f) 10-20 years (g) 20 and above

6) How many times have you been promoted?

0, 1, 2, 3, 4, 5, 6, 7, over

7) Marital status

single (a)

married (b)

divorced (c)

widow (d)

widower (e)

8) No. of children

i)

2)

3)

4)

5)

6 and anove

9) What is your religion?

10) There are some conditions concerning my job that could be improved

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree.

11) My job is like hobby to me.

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree.

12) My job is usually interesting enough to keep me from getting bored.

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree

13) It seems my friends are more interested in their jobs.

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree

14) I consider my job rather unpleasant.

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree

15) I enjoy my work more than my leisure time.

(a) strongly ageee (b) agree (c) undecided (d) disagree

(e) strongly disagree.

16) I am often bored with my job.

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree

17) I feel fairly well satisfied with my present job.

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree

18) Most of the time I have to force myself to go to work.

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree

19) I am disappointed that I ever took this job.

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree

20) I am satisfied with the manner in which my work is being supervised.

(a) strongly agree (b) agree (undecided (d) disagree

(e) strongly disagree

21) I enjoy working wirh my associates. (peers)

(a) strongly agree (b) agree (c) undicided (d) disagree

(e) strongly disagree

22) I am satisfied with the salary structure of my job.

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree.

23) I am proud of my organisation/university.

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree.

24) Management/Administration of my organization is OK.

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree

25) I feel secure to work in the organization.

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree

26) I feel secure in my job.

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree.

27) The training and educational facilities are quite adequate for improving our skills.

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree.

28) I have good opportunity for advancement.

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree.

29) I receive full medical facilities.

(a) strongly agree (b) agree (c) undecided (d) disagree

(e) strongly disagree

30) There is team work in my work place.
(a) strongly agree (b) agree (c) undecided (d) disagree
(e) strongly disagree

31) I don't find any difficulty to communicate to my boss about my personal or on the job problems.
(a) strongly agree (b) agree (c) undecided (d) disagree
(e) strongly disagree.

32) I don't find any difficulty to communicate to my associates (peers).
(a) strongly agree (b) agree (c) undecided (d) disagree
(e) strongly disagree

33) I don't find any difficulty to communicate with my subordinates.
(a) strongly agree (b) agree (c) undecided (d) disagree
(e) strongly disagree.

34) Social activities such as club, annual get-together of the organization is adequate.
(a) strongly agree (b) agree (c) undecided
(d) disagree (e) strongly disagree.