

NBTS  
M.A.T.S.  
Em — 53

**JOB SATISFACTION AMONG BAPTIST MEMBERS IN  
THE CHOSEN GENERATION BAPTIST ASSOCIATION**

**SUNDAY OMOROGBE EMUZE**

**MATRIC. NO. 09/0021**

2013 — 0605

**A Thesis in the Faculty of Theological Studies, submitted to  
The School of Postgraduate Studies, The Nigerian Baptist  
Theological Seminary, Ogbomoso, Oyo State**

**In Partial fulfilment of the Requirement**

**For the Award of the Degree of**

**MASTER OF ARTS in**

**THEOLOGICAL**

**STUDIES**

**June 2012**

## ABSTRACT

This research work titled Job Satisfaction Among Baptist Members is aimed at finding out the feelings, thoughts, or actions of Baptist employees toward the work they do. In order to accomplish this, a total target population of one hundred and twenty-one Baptist work forces were selected from fifteen (15) local churches within the Chosen Generation Baptist Association of Lagos West Baptist Conference in Lagos State. One hundred and twenty-one questionnaires were administered to randomly selected Baptist work force of the fifteen churches of the Association. The data were collected, analyzed and used to evaluate and determine the target of the research work based on the views of the respondents. The findings from the investigation revealed that many elements of job satisfaction must be considered in order to make workers satisfied with their jobs. The work place, the employee, employers and the church must be ready to play their roles positively to enhance job satisfaction. It was also revealed that nature of work is very vital to employee satisfaction. The findings led the researcher to making recommendations of which one of them is that when effort and reward ratio is properly put in place satisfaction of workers will be the result. Hence, churches and corporate organisations should include in their policies proper reward system.

## 5.2 CONCLUSION

Based on the following findings, the following conclusion were reached:

Job satisfaction can be an important indicator of how employees feel about their jobs and a predictor of work behaviours such as organisational citizenship and turnover. Job satisfaction is correlated with life satisfaction. This correlation is reciprocal, meaning people who are satisfied with life tend to be satisfied with their job and people who are satisfied with their job tend to be satisfied with life.

With regard to job performance, employee personality may be more important than job satisfaction. The link between job satisfaction and performance is thought to be a spurious relationship: instead both satisfaction and performance are the result of personality. Job satisfaction is related to an impressive array of workplace behaviours. These include attendance at work; turnover decisions; decisions to retire;

psychological withdrawal behaviours; prosocial and organisational citizenship behaviours; job performance; and workplace incivility.

Work is an opportunity to glorify God and this should be done wholeheartedly in order to please God and to attract his favour. When we see our work as a way of glorifying God faithfulness, commitment, diligence, love for one another, and selfless service will be our lifestyle.

### **5.3 RECOMMENDATIONS**

Based on the findings of the study highlighted so far the following recommendations are made:

1. Job satisfaction trends can affect labour market behaviour and influence work productivity, work effort, employee absenteeism and staff turnover. Hence, the church and corporate organisation should make frantic effort to improve the satisfaction of their employees by putting in place adequate work environment.
2. Moreover, job satisfaction is considered a strong predictor of overall individual well-being, as well as a good predictor of intentions or decision of employees to leave a job. Therefore, workplace environment should be made conducive for employees in order to get the best from them.
3. Job satisfaction is very important in everyday life. Organisations have significant effects on the people who work for them and some of those effects are reflected in how people feel about their work. This makes job satisfaction an issue of substantial importance for both employers and employees. Employers benefit from satisfied employees as they are more likely to profit from lower staff turnover a higher productivity if their employees experience a high level of job satisfaction. This call for devotion of employers towards the welfare of the employees.

4. The spill-over of job dissatisfaction can affect the church and gospel negatively. Hence, pastor should teach members on how to do their work as unto God who will definitely reward them according to their works.
5. When effort and reward ratio is properly put in place satisfaction of workers will be the result. Churches and corporate organisations should include in their policies proper reward system.
6. Proper selection techniques of employee should be put in place. The use of proper selection technique will ensure placing the right employee in the right position for proper performance and hence leads to job satisfaction.
7. Churches should be sources of employment for members. Certain aspects of job satisfaction for individuals with Christian beliefs and values who work in a Christian environment with other Christians may be shaped more by their Christian ideals than by their general predisposition to be satisfied. This will lead to cooperation, friendliness and commitment at workplace.
8. Workers should be given certain degree of autonomy in the way they do their job. When goals and policies are too rigid it affect workers perceived autonomy. More autonomy is associated with greater job satisfaction. Workers who have more autonomy in their jobs also have higher levels of job satisfaction.