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Data Article

Q1 Survey datasets on organisational climate and
 Q2 job satisfaction among academic staff in some
 selected private universities in Southwest Nigeria

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ABSTRACT

This study attempts to establish the relationships that exist between the different variables of organizational climate and job satisfaction among academic staff in some selected private Universities in South-West Nigeria, to ascertain related factors in organizational climate that can cause dissatisfaction among academics; and to determine if there is a significant difference in the way senior academics and junior academics perceive the existing organizational climate. A total of 384 copies of questionnaires were administered to selected five (5) private Universities in the South-West Zone of Nigeria but a total of 293 questionnaires were returned fully and appropriately filled. The study made use of appropriate statistics such as measurement model (Confirmatory Factor Analysis) and Multiple Regression to obtain results.

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Specifications Table

Subject Area	Industrial Relations and Human Resource Management
More specific subject area	Job Satisfaction.

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55	Type of data	Tables and Text files
56	How data was	Field survey
57	acquired	
58	Data format	Raw
59	Experimental	Administration of questionnaire (384) to selected five (5) private Universities
60	factors	in the Southwest Zone of Nigeria to establish the relationships that exist
61		between the different variables of organisational climate and job satisfaction
62		among academic staff.
63	Data source	Nigeria
64	location	
65	Data accessibility	Every data is attached to this article.

Value of the Data

- The data can produce useful highlight on the factors that university lecturers view as enhancing job satisfaction within the organizational climate.
 - The management of schools will find the data helpful in improving staff morale and bringing about job satisfaction of their employees.
 - The data will be of great value in recommending policies and strategies for mitigating organizational correlates of job dissatisfaction.
 - To help in gaining understanding that the climates of an organization and job satisfaction vary together.
 - The questionnaire attached can be modified, adopted or adapted for further comparative researches in private and public universities and other industries aside from educational industry.
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1. Data

Survey method was used mainly by questionnaire to collect the data from University lecturers in Southwest Nigeria. Respondents were requested to respond to questions with self-administered and structured questionnaire. The researcher utilized one structured questionnaire for both the senior academics and junior academics. This was presented personally to all respondents by the researcher in the sampled universities. This enhanced uniformity of response bearing in mind the degree of variations in perception of what the organizational climate may be referred to.

The study populations from which the sample was drawn consist of eighteen (18) private universities in the Southwest Nigeria. Out of these private universities, five (5) were taken as the study sample through judgmental sampling method and questionnaires were administered to the academic staff ranging from the Professors, Associate Professors, Senior lecturers, Lecturers 1, Lecturers 2, Assistant lecturers and Graduate Assistants. The total number of academic staff in the selected private universities is 754. The private universities chosen for this study are Covenant University, Bells University of Technology, Crawford University, Babcock University and Bowen University.

2. Experimental design, materials and methods

The evolving competition in the higher education environment in Nigeria brought about by increase in the number of new Universities has necessitated the need for good organisational climate that will enable these Universities retain their best employees. Reports by NUC (2008) revealed that though Universities are increasing, yet the number of qualified teachers is not increasing proportionately. Thus, surveys are necessary to establish the relationships that exists between the different variables of organisational climate and job satisfaction among academic staff of selected private Universities in Southwest Nigeria.

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