

**GENDER: RELATIONSHIP BETWEEN JOB SATISFACTION AND OFFICE
COMPETENCIES AMONG ADMINISTRATIVE SUPPORT PERSONNEL IN KATSINA
STATE, NIGERIA**

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ABSTRACT

The purpose of this paper is to examine the relationship between the gender job satisfaction and office competencies among males and females Administrative Support Personnel (ASP) in Katsina State tertiary institutions, Nigeria. A survey research design was employed in this study. A total of 530 questionnaires was distributed and 356 (67%) responses were found useful. A t-test statistical analysis of the mean scores of office competencies of the two groups revealed that the difference between the mean scores of the males and females is not significant. Similarly, the t-test results showed that there is no significant difference between males and females in their job satisfaction. The regression analysis showed that office competencies predict job satisfaction. Therefore, based on the result of the analysis, it could be concluded that office competencies lead to job satisfaction. Similarly, the result indicated that there was no significant difference between males and females office competencies and job satisfaction as well.

KEYWORDS: Administrative Support Personnel, Gender, Job Satisfaction, Office Competencies