

## EFFECT OF WELFARE SCHEME ON EMPLOYEE'S JOB SATISFACTION IN SELECTED RESEARCH INSTITUTE OF SOUTHWEST, NIGERIA

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### Abstract

*The study determine the effect of welfare scheme on employee's job satisfaction in Cocoa and Forest Research Institute of Nigeria, Southwest, Nigeria. Three hundred and twenty five employees were selected through simple random sampling techniques with the use of interviewed guide. Data collected were analysed using different statistical tools. Results revealed that the mean age of the employees was 38years, more than half (56.4%) of the employees were male, 32.9% and 52.1% were married. The result also revealed major welfare services as flexibility of work schedule ( $\bar{x} = 2.54$ ), access to holiday and tours ( $\bar{x} = 2.33$ ), availability of soft loan ( $\bar{x} = 2.17$ ), health services ( $\bar{x} = 2.11$ ) and compensation for non-working period ( $\bar{x} = 2.09$ ). the result also revealed that 76.3% of the employees had high level of satisfaction in the study area. Significant relationship existed between sex ( $\bar{x} = 106.2$ ), religion ( $\bar{x} = 104.9, p < 0.05$ ), rank ( $\bar{x} = 124.4, p < 0.05$ ), welfare services ( $r = 0.47, p < 0.05$ ) and employees' job satisfaction. Access to holiday and tour after work enhance employees' job satisfaction. This study recommend that adequate facilities and feeding allowance should be provided for the employees.*

**Key words:** welfare scheme, agricultural employees, job satisfaction and challenges

### INTRODUCTION

The main reason of hired an employee is to serve an organization better in achieving its targeted goal. This set of hired employee must be retrained and maintained by the organization through various means in order to ensure the sustainability of such organization. For employee to remain glued to a particular staff such workforce needs different facilities such as welfare and environmental factors that will improve their mode operation with time [1]. Welfare facilities are designed to take care of the well-being of the employee either by the management or by collaborative effort of different group within the system. Welfare is a corporate attitude or commitment of the organization in respect of workforce safety or being happy [6]. Welfare facilities contribute to better work and pull the interest of the employee-employer together. It is worthy to note that if workers interest are pulled together, this will ginger workers to work and create better environment for greater performance among the workforce. According

to [7] employee who are well motivated through different welfare facilities will also contribute their quota which will reflect in the achievement of organizational goals. Employee's job satisfaction has been defined in so many different ways. Some believe that it is simply how content an individual is with his or her job [4, 15]. It is a multi-dimensional psychological responses to the job itself. According to [16] "Employees attain satisfaction when their needs are met. Other scholars have also noted that job satisfaction measures vary in the extent to which they measure feelings about the job or cognitions about the job (cognitive job satisfaction). [2] opined that employees' moods and emotions at work are also related to overall job satisfaction which can be positive or negative emotions. The study focus specifically on effect of welfare scheme on employees' job satisfaction in Cocoa and Forest Research Institute of Nigeria.

## MATERIALS AND METHODS

This study was carried in two selected research institute in southwest Nigeria (Cocoa Research Institute of Nigerian CRIN and Forestry Research Institute of Nigeria FRIN). CRIN founded in 1964, and CRIN was originally a branch of the West Africa Cocoa Research Institute (WACRI), with headquarters at Tafo, Ghana. The Institute now has its headquarters at Idi-Ayunre, near Ibadan. The cocoa research institute in Oyo state was established by the Federal Government of Nigeria through the Nigeria research institute act of 1964. The Act established research institute for cocoa, palm oil, coffee, and cola. CRIN was established to promote and improve the productivity and of cocoa and its products in Nigeria and globally. Also, The Forestry Research Institute of Nigeria was established in 1973. It has its headquarter in Ibadan, Oyo State. The institution is mandated to conduct research has eight functioning departments. The vision is to ensure true scientific research activities and man power development, sustainable forest resources production, management utilization, biodiversity conservation, forest based raw materials provision, food production and security through agro forestry and wild life employment opportunities thereby alleviating poverty, and environmental conservation and management.

### *Data collection and analysis*

The population of this study comprise of agricultural employees of Cocoa Research Institute of Nigerian (CRIN) Oyo State, Nigeria Multistage random sampling techniques were used to select the respondents form the study area. The research was carried out among 325 respondents, data for the study were obtained using a structured questionnaire. The questionnaire was structured into sections to generate information about the employees, welfare scheme and it effect on employee's job satisfaction were measured using 5 points Likert type rating scale. Data were analysed and presented in tables. Regression analysis was used to determine effect of welfare scheme on employees' job satisfaction.

## RESULTS AND DISCUSSIONS

It is wordy to note that the mean age of the employees were 38 years and 46.3% of the employees fall within the range 36 – 40 years (Table 1).

Table 1. Distribution of respondents by their personal characteristics

Variables	Frequency	Percentage	Mean
Age (years)			
Less than 30	122	37.1	38 years
31-35	84	25.6	
36-40	68	20.7	
Greater than 40	56	17.0	
Sex			
Male	185	56.4	
Female	143	43.6	
Educational status			
B.Sc	108	32.9	
HND	80	24.4	
OND	40	12.1	
MSc	74	22.6	
PhD	28	8.5	
Marital Status			
Married	256	78.0	
Single	72	21.9	
Religion			
Christianity	200	61.0	
Islam	72	39.0	
Income(₦)			
Less than 100,000	127	38.7	₦107,692.00
101,000-150,000	108	32.9	
>150,000	93	28.3	

Source: Field survey, 2016

This result implies that the employees were still at their youthful and vibrant age for work. This result supports the findings of [2, 10], who reported that most of the most Agricultural employees were within this age range of 30 – 40 years. Also, majority (56.4%) of the employees were male while, 43.6% were female. This implies that there are more male than female working at the institute. This results is corroborated by the assertion of [3, 15] who asserted that most research institute in Southwest Nigeria is constitute with male staff. More so, it is wordy to note that 32.9% of the employees had BSc as their educational qualification. Majority (78.0%) were married while, 21.9%

were single which an indicator that most employees were married is. Most (61.0%) of the employees were Christians while, 39.0% were Muslims.

The result in the Table 2 below shows that majority of the respondents affirmed that the welfare services provided by the management of their organisation were: Security services ( $\bar{x} = 2.87$ ), accommodation ( $\bar{x} = 2.79$ ), transportation and canteen services ( $\bar{x} = 2.78$ ), maternity leave ( $\bar{x} = 2.68$ ), training and education facilities ( $\bar{x} = 2.61$ ) and retirement benefits ( $\bar{x} = 2.59$ ). This implies that the organisation had made all these welfare package available to cushion any challenges that might happen suddenly. That is availability of accommodation and transportation system will make the employee to be more relax and discharge their duties efficiently and have strong attachment with the organisation. This results is in line the assertion of [5] who asserted that employee's welfare includes provision of relaxation centers, and works' canteen together with various saving schemes.

Table 2. Distribution of respondents by types of welfare scheme

Welfare scheme	Mean	SD
Provision of security services	2.87	1.90
Provision of accommodation	2.79	1.65
Provision of transportation and canteen services	2.78	1.55
Availability of maternity leaves	2.68	1.43
Availability of training and education facilities	2.61	1.39
Provision of retirement benefit	2.59	1.28
Compensation for non-working periods	2.43	1.26
Provision of insurance policies	2.33	1.18
Provision of health and welfare services	2.21	1.08
Provision of counselling services	2.01	0.98

Source: Field survey, 2016

Ability of the employee to remain in an organization depends on how satisfied they are with organization [2] Table 3 shows the result on the finding of employees' job satisfaction in the studied area. Based on this employees derived their satisfaction through: flexibility in work scheduling ( $\bar{x} = 2.54$ ) and opportunities for promotion ( $\bar{x} = 2.53$ ). this result is in line the report of [8, 13, 16] who said employees become committed when they

get promotion and this gives them utmost satisfaction.

Also, other indicators were relationship with co-workers ( $\bar{x} = 2.46$ ), opportunities to utilize their skills and talents within and outside the organization ( $\bar{x} = 2.43$ ).

This result is supported with the findings of [14] and [9] who were of the opinion that job become interesting if the workforce can be allow to fulfil their obligation with less supervision. Few of the studied employees were averagely satisfied with relationship with supervisors ( $\bar{x} = 2.24$ ), opportunities to repeat task ( $\bar{x} = 2.33$ ), and location of work at hand ( $\bar{x} = 2.28$ ). this is also in line with [11] who was of the opinion that indicators mentioned above will improve the interest an employee and led to better satisfaction. It necessary to note that the level of employee's job satisfaction is high in the studied organisation.

Table 3. Distribution of level of employees' job satisfaction

Statements	Mean	SD
Flexibility in scheduling	2.54	0.50
Opportunities for Promotion	2.53	0.66
Amount of paid vacation time/sick leave offered	2.45	1.00
Relationships with your co-workers	2.46	0.70
Hours worked each week	2.43	0.68
Opportunity to utilize your skills and talents within and outside the organization	2.43	0.66
Support for additional training and education both locally and internationally	2.41	0.66
Benefits (Health insurance, life insurance, etc.)	2.36	0.67
Opportunity to redo a task that is not done properly	2.33	0.74
Location of work	2.28	0.76
Relationship(s) with your supervisor(s)	2.24	0.78
Degree of independence associated with your work roles	2.22	0.74
Time given to complete a task	2.20	0.59
Job Security	2.13	0.77
Recognition for work accomplished	2.12	0.80
Opportunity to learn new skills	2.11	0.74

Source: Field survey, 2016

Table 4. Level of job performance

Categorisation	Frequency	Percentages
Low level	18	23.7
High level	58	76.3

Source: Field survey, 2016

The results indicated that there is significant relationship between employees sex ( $\chi^2=106.211$ ,  $p<0.05$ ), religion ( $\chi^2=104.87$ ,  $p<0.05$ ), and rank ( $\chi^2=124.484$ ,  $p<0.05$ ). This results implies there was strong relationship between employee's religion and their welfare packages. Also, significant relationship existed between employees welfare scheme ( $r=0.470$   $P<0.05$ ) and job satisfaction. This results is in line with [12 and 15] who was of the opinion that better welfare scheme will enhance employees' attitude.

Table 5. Test of relationship between independent variables and job satisfaction

Variables	$\chi^2$	df	R	P-value
Sex	106.211	1		0.00
Marital status	40.397	4		0.91
Religion	104.934	1		0.00
Rank	124.484	2		0.00
Position	61.510	1		0.22
Welfare scheme			0.470	0.04

Source: Field Survey, 2016

## CONCLUSIONS

The welfare measures in the studied organization involves various aspect that helps the employee to argument their monthly package form the government. Based on this, the study concluded that employee are satisfied because the received batter welfare package on security, transportation, maternity leaves and training both at local and international. Also, employees had high level of job satisfaction in the studied organisation. It will become more important if the organisation or labour union can intensify more on welfare package in order to better the life of their members. Also, individual bodies can also be of help by proving more fund that will allow many members to benefit from the package at the same time.

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