

Lecturers' Welfare and Job Performance in State Owned Tertiary Institutions in Sokoto State, Nigeria

***¹Shehu Hassan, Yahaya Ibrahim, Faruk Usman Binji & Sani Dantani Manga**

^{*1,2.&3}Department of Educational Management, Faculty of Education, Sokoto State University, Sokoto, Nigeria **Email:** shehuhassn3630@gmail.com^{*1}

⁴Department of Educational Foundations, Faculty of Education and Extension Services, Usmanu Danfadiyo University, Sokoto, Nigeria

Abstract

This study investigated the relationship between lecturers' welfare and job performance in state owned tertiary institutions in Sokoto state. Four objectives, four research questions and three null hypotheses were formulated for the study. The research employed a correlational design and the population of the study comprises of 2542 subjects. The Research Advisors Table (2006) was used to determine the sample size of 333 participants. Two sets of instruments titled: Lecturers' Welfare Rating Scale (LWRS) and Job Performance Rating Scale (JPRS) were used for data collection. The instruments were validated by three experts. The reliability of the instruments was obtained using test and re-test method and reliability indexes of 0.83 and 0.76, were obtained respectively. The researcher employed descriptive and inferential statistics for data analysis. The study found that the level of lecturers' salary and medical facilities was very low just as the level of lecturers' accommodation was low in state-owned tertiary institutions in Sokoto State. Therefore, the study concludes that there was low to moderate level of adequacy across various aspects of lecturers' welfare in state-owned tertiary institutions in Sokoto State. The paper recommended that salary of the lecturers should be improved by implementation of the appropriate scale and increment as approved by the federal government. This will make them have an improved job performance.

Keywords: Lecturer's Welfare, Job Performance, Salary, Accommodation, State Tertiary Institutions

Introduction

A good welfare package in tertiary institutions is considered necessary in lecturers' motivation (Tao, 2013). Tertiary institutions are established to shoulder the responsibility of ensuring the socio-economic development of the

country. However, it is noticed that, the mere provision or availability of lecturers in nation's education system is not enough to ensure socio-economic development of the country if such lecturers are not productive (Manga, 2004). It is unanimously agreed that human factor (not only teacher) is the most important of all the resources in any organization as it is the one that utilize and convert all other resources to required goods and services. Consequently, it is recognized globally that human resources are essential if growth and development of any organization has to be attained. It is, thus required that the management of any organization should find a way of getting best out of them. One of these ways is by ensuring that the available human resources are appropriately and adequately motivated through adequate welfare packages and improved condition of service.

Job performance can be regarded as the aggregate of employee behavior that has some expected values to organizations. If an individual teacher in tertiary institutions is able to accomplish his/her assigned duties successfully he is said to have good performance. Hence, teacher performance is the degree of effectiveness and efficiency with which lecturers provide qualitative education to the citizenry (Manga, 2004).

Generally, it is agreed that adequate and prompt payment of salary is necessary if lecturers in tertiary institutions have to afford their basic needs and come up with a better performance. Consequently, most of the employees including lecturers, value work in accordance with how much they will realize from it.

The influence of lecturers' accommodations in tertiary institutions on job performance has increasingly become an area of concern and interest. It is vital to note that a good accommodation is necessary if the lecturers, in tertiary institutions have to perform their job effectively. The performance of academic staff depends on the conduciveness of the work environment and the kind of task they handle in a given time frame (Abu-Addissamad, 2013).

Objectives of the Study

The study sought to find out the level of:

1. adequacy of lecturers' salary in state owned tertiary institutions in Sokoto State;

2. adequacy of lecturers' accommodation and saving facilities in state owned tertiary institutions in Sokoto State;
3. lecturers' job performance in state owned tertiary institutions in Sokoto State.

Research Questions

This study was guided by the following Research Questions:

1. what is the Level of Adequacy of Lecturers' Salary in State Owned Tertiary Institutions in Sokoto State?
2. what is the Level of Adequacy of Lecturers' Accommodation in State Owned Tertiary Institutions in Sokoto State?
3. what is the Level of Adequacy of Lecturers' Job Performance in State Owned Tertiary Institutions in Sokoto State?

Research Hypotheses

The following Null Hypotheses were formulated and tested:

- H₀₁.** there is no Significant Relationship between Level of Adequacy of Lecturers' Salary and Job Performance in State-Owned Tertiary Institutions in Sokoto State;
- H₀₂.** there is no Significant Relationship between Level of Adequacy of Lecturers' Accommodation and Job Performance in State-Owned Tertiary Institutions in Sokoto State.

Methodology

This study adopted a correlational survey design. The population of the study comprised of 2542 individuals from 10 state-owned tertiary institutions in Sokoto State. A sample of 333 participants selected using proportionate and random sampling technique. Two sets of Instruments were used for data collection, Lecturers Welfare Rating Scale (LWRS) and Lecturers Job Performance Rating Scale (LJRS). The instruments were validated by three. Pilot study was conducted to check the reliability of the instruments. After test-retest, the data was compared using Pearson Product Moment Correlation Coefficient (PPMCC). A reliability indices of 0.83 and 0.76 was obtained respectively. The data was collected through the distribution of the instruments by the researchers and their research assistants. The data was also

analyzed using descriptive statistics and inferential statistics. The mean score serves as a tool used to analyze the responses of the participants to the rating scale with the decision mean at 3.00 indicating moderate level of agreement. Furthermore, any mean score that was less than 3.00 was rejected. The null hypotheses were analyzed using Pearson Product Moment Correlation Co-Efficient at 0.05 level of significant. The Statistical Package for Social Science (SPSS) was used to process the data obtained.

This section presents the results of the study based on the respective research questions and hypotheses:

RQ1: What is the Level of Adequacy of Lecturers' Salary in State Owned Tertiary Institutions in Sokoto State?

The respondents' responses on this research question 1 were presented in table 1 as follows:

Table 1: Responses on the Level of Adequacy of Lecturers' Salaries in State Owned-Tertiary Institutions in Sokoto State, Nigeria

S/N	Lecturers' Salary	F	%	Level
1	Lecturer's salary is adequate for them to properly feed their families.	224	70%	VLL
2	Lecturers' salary is adequate for them to afford decent clothing.	224	70%	VLL
3	Lecturers' salary is adequate for them to build personal houses.	231	72%	VLL
4	Lecturers' salary is adequate for them to afford their children's school fees.	205	64%	VLL
5	Lecturers' salary is adequate for them to afford the payments of electricity bills.	192	60%	LL
6	Lecturers' salary is adequate for them to afford the payment of DSTV and mobile phone data subscriptions.	205	64%	VLL
7	Lectures' salary is adequate for them to cater for their travelling expenses.	199	62%	LL
8	Lectures' salary is paid promptly without delay.	211	66%	HL
9	Lectures' salary normally increases when they get promoted to the next level.	166	52%	LL
	Mean	205	64%	VLL

Result from the table 1 indicates that, the majority view of 64% with a grand rating of 1.0 reveals that, the level of adequacy of lecturers' salary in state owned tertiary institutions in Sokoto State was low and unsatisfactory. This unsatisfactory level was reflected in items 1,2,3,4,5, 6 and 9. It was found that Lecturer's salary was not adequate for them to properly feed their families,

afford decent clothing, build personal houses, pay children school fees, pay electricity bill and mobile phone data. Also, the result further revealed that lecturers' salary was not adequate for them to cater for their travelling expenses and the pay does not increase when they get promoted to the next level, but only that they are paid promptly as indicated in item 8.

Research Question Two

RQ2: What is the Level of Adequacy of Lecturers' Accommodations in State-Owned Tertiary Institutions in Sokoto State?

The respondents' responses on research question 2 were presented in table 2 as follows:

Table 2: Responses on the Level of Adequacy of Lecturers' Accommodations in State Owned Tertiary Institutions in Sokoto State, Nigeria

S/N	Lecturers' Accommodations	f	%	Level
1	There is provision of adequate housing accommodation for the lecturers.	166	52%	LL
2	There is provision of adequate office accommodation for the lecturers.	192	60%	LL
3	Every lecturer is entitled to well-furnished and equipped house and is being given to them.	211	66%	VLL
4	Every lecturer is entitled to an office within the institution's environment is being given to them.	179	56%	LL
5	Allocation of staff offices are done with fairness without any discrimination.	173	54%	LL
6	There is well furnished common room for lecturers within the institution.	166	52%	LL
	Mean	179	56%	LL

Result from the table 2 indicates that, the majority view of 56% with a grand rating of 2.0 reveals that, the level of adequacy of lecturers' accommodations in state owned tertiary institutions in Sokoto State was low and unsatisfactory. This unsatisfactory level was reflected in items 1, 2, 3, 4, 5, and 6. It was found that in terms of accommodation, there was no provision of adequate housing and adequate office accommodation for lecturers and allocation of staff offices are done with discrimination and sentiment. Also, there is no well-furnished common room for lecturers within the institution.

Research Question Three

RQ3: What is the Level of Lecturers' Job Performance in State Owned Tertiary Institutions in Sokoto State?

The respondents' responses on research question three were presented in table 3 as follows:

Table 3: Responses on the Level of Adequacy of Lecturers' Job Performance in State Owned Tertiary Institutions in Sokoto State

S/N	Item Statements	F	%	Level
1	Lecturers attend their classes regularly and punctually	244	70%	VHL
2	Lecturers do start their lectures with good introduction.	244	70%	VHL
3	Lecturers in my institution publish articles locally in their departments and faculty/school-based journals.	231	72%	VHL
4	Lecturers publish quality articles in their national association journals and book of readings.	237	74%	VHL
5	Lecturers do offer consultancy services to members of the community.	205	64%	HL
6	Lecturers use to be members and have responsibilities in different community development for a.	244	70%	VHL
7	Lecturers in my institutions help students assigned to them for project supervision to formulate suitable and researchable topics.	231	72%	VHL
8	Lecturers assess students practical teaching based on the approved teaching practice supervision format without bias or sentiment fields that are peer reviewed for use at tertiary level of education	244	70%	VHL
	Mean	232	70%	VHL

The grand majority view of 71% with a grand rating of 5.0 in the table 3 shows that, the level of lecturers' job performance in state owned tertiary institutions in Sokoto State was rated very high and satisfactory. This is affirmed in items 1,2,3,4,5,6,7, and 8, It was found that in terms of lecturers job performance, lecturers attend their classes regularly and punctually, do start their lectures with good introduction, use to publish articles locally in their departments and faculty/school-based journals, they do offer consultancy services to members of the community, they use to be members and have responsibilities in different community development fora Also, lecturers publish quality articles in their national association journals and book of readings, they do help students assigned to them for project supervision to formulate suitable and researchable topics, lecturers assess students practical

teaching based on the approved teaching practice supervision format without bias or sentiment fields that are peer reviewed for use at tertiary level of education, Lecturers use to visit all the students assigned to them for SIWES supervision, and lecturers promptly prepare examination questions and marking guide.

Hypotheses Testing

In this section, three null hypotheses were tested using Pearson's Product Moment Correlation Coefficient. Each hypothesis was tested at 0.05 alpha level presented and analysed in tabular form.

H₀₁: There is no Significant Relationship between Adequacy of Lecturers' Salary and Lecturers' Job Performance in State-Owned Tertiary Institutions in Sokoto State.

This hypothesis was tested by subjecting the adequacy of lecturers' salary and level of lecturers' job Performance scores to a Pearson r-test analysis as shown in the table below.

Table 4: Responses on the Relationship Between the Level Adequacy of Lecturers' Salaries and Job Performance in State-Owned Tertiary Institutions in Sokoto State, Nigeria

Variables	N	Mean	SD	Df	r-Cal	p-Value	Decision
Lecturers' Salary	320	17.6906	4.85087				
				318	0.002	0.977	H ₀₁ Accepted
Job Performance	320	53.0875	7.44879				

Result from table 4 indicates that, the relationship between adequacy of Lecturers' salary and lecturers' job performance in state owned tertiary institutions in Sokoto State was positive and statistically not significant. Pearson's $r = 0.002$ and the P-Value (0.977) is greater than the level of significance (0.05). This reveals that the null hypothesis, which stated that there is no significant relationship between adequacy lecturers' salary and lecturers' job performance in state owned tertiary institutions in Sokoto State was retained. Therefore, it was concluded that there was no significant relationship between adequacy of lecturers' salary and job performance in state owned tertiary institutions in Sokoto State.

H₀₂: There is no Significant Relationship between Adequacy of Lecturers' Accommodation and Job Performance in State-Owned Tertiary Institutions in Sokoto State.

This hypothesis was tested by subjecting the adequacy of lecturers' accommodation and job performance scores to a Pearson r-test analysis as shown in the table below.

Table 5: Responses on the Relationship Between the Level Adequacy of Lecturers' Accommodation and Job Performance in State Owned Tertiary Institutions in Sokoto State, Nigeria

Variables	N	Mean	SD	Df	r-Cal	p-Value	Decision
Lecturers' Accommodation	320	13.1125	4.62986				
				318	-0.012	0.825	H ₀₃ Accepted
Job Performance	320	53.0878	7.44879				

Looking at the table 5, the result indicates that the Pearson's $r = -0.012$ and $p\text{-value} = 0.825$, this shows that there was positive relationship and statistically not significant. This implies that an increase in the variable of adequacy of lecturers' accommodation was accompanied with an increase in job performance. Furthermore, the result reveals that the P-value (0.825) is greater than the level of significance (0.05). This means that the null hypothesis, which stated that there is no significant relationship between adequacy of adequacy of lecturers' accommodation and performance in state owned tertiary institutions in Sokoto State was retained. Thus, it was concluded that there was no significant relationship between adequacy of adequacy of lecturers' accommodation and performance in state owned tertiary institutions in Sokoto State.

Discussion

The first findings revealed that the level of adequacy of lecturers' salary in state owned tertiary institutions in Sokoto State was rated low by most of the participants as shown in table 3. The finding further revealed that there was no significant relationship between adequacy of lecturers' salary and job performance in state owned tertiary institutions in Sokoto State. This finding disagreed with findings of Adamu and Garba (2019), who reported that there was significant relationship between payment of lecturers' salary and job performance in senior secondary schools in Adamawa state, Nigeria.

The second finding of the study indicates that there was low level of adequacy of lecturers' accommodation in state owned tertiary institutions in Sokoto State. It also revealed that, there was no significant relationship between adequacy of lecturers' accommodation and job performance in state owned tertiary institutions in Sokoto State. This finding agreed with the finding of Cephas, Gibson and Abdulazeez (2021), which indicates that there was low level of lecturers' accommodation in school of Business Federal Polytechnic Bauchi. However, the two researchers disagreed in the view that the level of adequacy of lecturers' accommodation has significant relationship with their performance.

Conclusion

The findings of this study indicate a generally low to moderate level of adequacy across various aspects of lecturers' welfare in state-owned tertiary institutions in Sokoto State. Specifically, lecturers' salaries, was rated very low, while accommodation was rated low. Despite these challenges, the statistical analysis revealed no significant relationship between the adequacy of these welfare components and lecturers' job performance, as all P-values were greater than 0.05. This suggests that while welfare conditions were suboptimal, they might not directly impact job performance in a measurable way, possibly due to other motivating factors or institutional dynamics at play. Nevertheless, the low adequacy ratings highlighted a pressing need for state authorities to improve lecturers' welfare conditions in order to enhance their overall well-being and institutional satisfaction, which may indirectly support better performance and retention in the long term.

Recommendations

1. Salary of the lecturers should be improved by implementation of the appropriate scale and increment as approved by the federal government. This will make them have an improved job performance.
2. State government should provide the lecturers with adequate housing and office accommodation in order to make the job attractive and motivate them for a better performance.

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