

THE ROLE OF ORGANIZATIONAL POLICY ON EMPLOYEE BEHAVIOURAL PATTERN

BY

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A RESEARCH PROJECT TO THE DEPARTMENT OF BUSINESS MANAGEMENT, COLLEGE OF BUSINESS & SOCIAL SCIENCES, OTA. OGUN STATE, NIGERIA IN PARTIAL FULFILMENT OF THE REQUIREMENT FOR THE AWARD OF THE POST-GRADUATE DIPLOMA IN BUSINESS ADMINISTRATION OF THE DEPARTMENT OF BUSINESS MANAGEMENT, COLLEGE OF BUSINESS & SOCIAL SCIENCES, OTA. OGUN STATE, NIGERIA.

MAY, 2016

DECLARATION

I, Adereti Oluwadare Paul with matriculation number 05AG02103 declare that this research work titled “Role of organizational policy on employee behavioural pattern” was carried out by me under the supervision of Dr. Rowland Worlu of the department of Business Management, Covenant University, Ota, Ogun State, Nigeria. I attest that this project has not been previously presented either wholly or partly for the award of any degree elsewhere. All sources of data and Scholarly information used in this project are acknowledged.

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Signature and date

CERTIFICATION

We certify that this research work titled “Role of organizational policy on employee behavioural pattern” was carried out by Adereti Oluwadare Paul (05AG02103). This project report is based on his original study in the department of Business Management, College of Business & Social Sciences, Covenant University, Ota, Ogun State, Nigeria. We have examined the work and found it acceptable for the award of the degree of Post-graduate diploma in Business Administration.

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DEDICATION

This work is dedicated to God Almighty, who saw me through my studies and gave me the grace to complete this work. To him alone be all the glory and honour.

It is also dedicated to my beloved family and to those who inspired me and serve as a source of motivation during this project.

ACKNOWLEDGEMENT

My first acknowledgement goes to my father in heaven, the Almighty God who has made it possible for me to complete this project and to attain success and for his Unconditional love for me; I give Him all the glory.

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TABLE OF CONTENTS

Title page.....	i
Certification	ii
Declaration	iii
Dedication	iv
Acknowledgement	v
Table of Contents	vi
List of Tables Contents	vii
Abstract.....	ix

CHAPTER ONE: INTRODUCTION

1.1 Background to the study.....	1
1.2 Statement of the problem.....	2
1.3 Objectives of the study.....	3
1.4 Research questions.....	3
1.5 Research hypotheses.....	3
1.6 Scope of the study.....	4
1.7 Significance of the study.....	4
1.8 Outline of chapters.....	4
1.9 Operationalization	5
1.10 Definition of terms.....	6

CHAPTER 2: LITERATURE REVIEW

2.1 Introduction.....	7
2.2 Conceptual framework.....	7
2.3 Theoretical framework.....	16
2.4 Empirical framework.....	17
2.5 Brief review of Bofik Nigeria Limited.....	17

CHAPTER 3: RESEARCH METHODS

3.1 Introduction.....	19
3.2 Research design.....	19
3.3 Population of the study.....	19
3.4 Sampling frame.....	19
3.5 Sampling technique.....	21
3.6 Sample size determination.....	21
3.7 Sources of data.....	21
3.8 Reliability test.....	22
3.9 Validity test.....	22
3.10 Method of data analysis.....	22

CHAPTER FOUR: DATA PRESENTATION, ANALYSIS AND INTERPRETATION

4.1 Introduction.....	23
4.2 Data presentation.....	23
4.3 Descriptive analysis of data.....	23
4.4 Analysis of research question.....	24

CHAPTER FIVE: SUMMARY AND CONCLUSION

5.1	Introduction.....	55
5.2	Summary of work.....	55
5.3	Summary of findings.....	55
5.4	Recommendations.....	56
5.5	Conclusion.....	57
5.6	Suggestions for further studies.....	57

REFERENCES.....	58
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List of Tables

Table 4.1 Respondents by Gender.....	23
Table 4.2 Respondents by Marital Status.....	23
Table 4.3 Respondents by Age-group.....	24
Table 4.4 High compensation will attract me to stay in the current organization.....	25
Table 4.5 The amount received as salary is the reason for joining the organization.....	25
Table 4.6 My reward is my reason for staying in the organization.....	25
Table 4.7 High allowance offer from another organization may cause me to leave my current company.....	26
Table 4.8 High pay increases employee productivity.....	26
Table 4.9 High salary increases employee contribution to an organization.....	27
Table 4.10 My manager encourages continuous improvement.....	27
Table 4.11 My manager helps me think of ways to make my current job more interesting or rewarding.....	28
Table 4.12 In the past year, I have had adequate training opportunities that developed my knowledge and skills to help me better perform my work.....	28
Table 4.13 My manager tells me what competencies are most important for my performance evaluations.....	29
Table 4.14 My department makes me aware of available training and development activities and opportunities.....	29
Table 4.15 Training program in my organization helped me to increase the productivity of both quality and quantity professional.....	30
Table 4.16 Job security is impact on employee loyalty.....	30
Table 4.17 Opportunities for promotion increases employee loyalty.....	31
Table 4.18 Increase of Knowledge and skill of employee through organization training increases employee loyalty.....	31
Table 4.19 Gain of experience increases employee loyalty.....	32
Table 4.20 The chance to be responsible for planning my work increases employee loyalty.....	32
Table 4.21 Employs loyalty effect by usually over time.....	33
Table 4.22 Am happy when am not at work.....	33
Table 4.23 I feel relief when am off at work.....	34
Table 4.24 I enjoy my leisure activities than work activities.....	34
Table 4.25 I always look forward to Leisure time even at work.....	34
Table 4.26 I often ignore office work when it comes up during my leisure time.....	35
Table 4.27 I prefer to spend my leisure time at my work.....	35
Table 4.28 Time given for personal accomplishment increases employee commitment.....	36

Table 4.29 I do not feel like "part of the family" at my organization.....	36
Table 4.30 I do not feel emotionally attached to my organization.....	37
Table 4.31 Over time at work affects employee commitment.....	37
Table 4.32 Employee's more free time to enjoy outside of work increases employee commitment.....	38
Table 4.33 I would be very happy to spend the balance of my career with my current organization.....	38
Table 4.34 My job makes good use of my skills and abilities.....	39
Table 4.35 My work gives me a feeling of personal accomplishment.....	39
Table 4.36 On my job, I have a chance to do some things that really test my ability.....	40
Table 4.37 I am given a real opportunity to improve my skills in this company.....	40
Table 4.38 I feel much satisfied with my job.....	40
Table 4.39 I am less productive than I used to be.....	41
Table 4.40 My job leads to rapid progress in my career.....	41
Table 4.41 My organization provides on-the-job work experience to help me achieve my career goals.....	42
Table 4.42 To be an expert in my field ensures me to deliver a high-quality work.....	42
Table 4.43 My department makes me understand what competencies are most important for my performance evaluations.....	43
Table 4.44 To satisfy my organization will lead to more opportunities within my career.....	43
Table 4.45 My department helps me identify a range of realistic career options.....	44
Table 4.46 Attractive salary package increase employee discipline.....	44
Table 4.47 High compensation will attract employee discipline.....	45
Table 4.48 Recognition of job-well done attract employee discipline.....	45
Table 4.59 Bonuses in the form of share will result high level of discipline.....	46
Table 4.50 Low pay to the amount of work done affects employee discipline.....	46
Table 4.51 How rapidly pay raises are given increases employee discipline.....	47
Table 4.52 Regression 1	47
Table 4.53 Regression 1.....	48
Table 4.54 Regression 1.....	48
Table 4.55 Regression 2.....	49
Table 4.56 Regression 2.....	50
Table 4.57 Regression 2.....	50
Table 4.58 Regression 3.....	51
Table 4.59 Regression 3.....	52
Table 4.60 Regression 3.....	52
Table 4.61 Regression 4.....	53

ABSTRACT

Organizational policies act as a guiding frame of reference for how the organization deals with everything from its day- to-day operational problems or how to respond to requirements to comply with legislation, regulation and codes of practice. This research was aimed at exploring to identify the role of organizational policy on employee behavioural pattern. The objectives of this research are to establish the influence of remuneration policy on Employee discipline, to determine the role of staff development policy on employee loyalty, to evaluate the effect of leisure on employee commitment and to ascertain the relationship between employee attitude and career advancement. The data for this study was gathered using questionnaires and was presented, interpreted and analysed using the Statistical Package for Social Sciences (S.P.S.S). The hypotheses were tested using Anova method. The findings showed that remuneration policy does not influence employee discipline, Staff development policy does not play any role on employee loyalty, a policy of leisure in the organization does not have any effect on employee commitment and there is no relationship between employee attitude and career advancement.