

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.

My special thanks go to my parents for supporting me throughout this PGD programme in Covenant University. My gratitude goes to the Visioner and Chancellor and Covenant University, Bishop David O. Oyedepo for his spiritual inspirational teachings as a father to us. May the Lord reward you sir. I will also wish to acknowledge my supervisor Dr. Worlu R. E., for inspiration and for the pain he went through in reading and making the necessary corrections and advice he gave me on this project and also my Academics.

May God Bless You All.

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## 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.*