

**DETERMINANTS OF WORK-LIFE BALANCE
THAT INFLUENCE EMPLOYEE PERFORMANCE: A STUDY
OF LAGOS STATE MINISTRY OF WORKS AND
INFRASTRUCTURE, NIGERIA**

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NOVEMBER, 2020

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INFRASTRUCTURE, NIGERIA**

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**A DISSERTATION SUBMITTED TO THE SCHOOL OF POSTGRADUATE STUDIES IN
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RESOURCE MANAGEMENT IN THE DEPARTMENT OF BUSINESS MANAGEMENT
COLLEGE OF MANAGEMENT AND SOCIAL SCIENCE, COVENANT UNIVERSITY.**

NOVEMBER, 2020

ACCEPTANCE

This is to attest that this dissertation is accepted in partial fulfillment of the requirements for the award of the degree of Master of Industrial Relations and Human Resource Management in the Department of Business Management, College of Management and Social Science, Covenant University, Ota, Nigeria.

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DECLARATION

I, **Oderonke Feyikemi Odeloye (18PAC01798)** declares that this research was carried out by me under the supervision of Dr. Adewale Omotayo Osibanjo of the Department of Business Management, College of Management and Social Science, Covenant University, Ota, Nigeria. I attest that the dissertation has not been presented either wholly or partially for the award of any degree elsewhere. All sources of data and scholarly information used in this dissertation are duly acknowledged.

ODERONKE, FEYIKEMI ODELOYE

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Signature and Date

CERTIFICATION

We certify that this dissertation titled “**DETERMINANTS OF WORK-LIFE BALANCE THAT INFLUENCE EMPLOYEE PERFORMANCE: A STUDY OF LAGOS STATE MINISTRY OF WORKS AND INFRASTRUCTURE, NIGERIA**” Is an original research work carried out by **ODERONKE, FEYIKEMI ODELOYE (18PAC01798)** in the Department of Business Management, College of Management and Social Science, Covenant University, Ota, Ogun State, Nigeria under the supervision of Dr. Adewale Omotayo Osibanjo. We have examined and found this work acceptable as part of the requirements for the award of Master of Science in Industrial Relations and Human Resource Management.

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DEDICATION

This project is dedicated to Almighty God, who grants wisdom, knowledge and understanding. It is also dedicated to my mum Mrs. A.M Odeloye and my wonderful siblings (Engr. Diran, Pharm. Deji, and Mr. Kunle Odeloye) for their unconditional love, tireless efforts and support throughout my career.

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ABSTRACT

The demand for work-life balance by employees have increased in organizations. Therefore, Work life balance must be effectively managed by organization so as to have competitive advantage over their competitors due to fast pace of economic development. This study therefore identifies the determinants of work-life balance that influence employee performance in organization a study of Lagos State Ministry of Works and Infrastructure. The study sought to determine the influence of flexible work arrangement, wellness programs, family responsibility on employee engagement, employee commitment and employee task performance respectively. For the study, four theories were used and empirical literature on work-life balance is also discussed. The study adopted survey research design. The population size is 450 employees with sample size of 212 respondents which was determined using Taro Yamen Formula. The study employed the use of stratified random sampling technique and structured questionnaire was used for data collection. The data obtained was analyzed using Statistical Package for Social Science (SPSS) while Linear Regression and Pearson Correlation were adopted for analysis. The result showed that flexible-work environment and wellness programs has effect on employee engagement and employee commitment respectively while there is strong relationship between family responsibility and employee task performance. The study therefore recommends that organization should support flexible-work arrangement, wellness programs and family responsibility to its employees for increased performance. However, organizations and decision makers should endeavor to include determinants of work-life balance such as flexible-work arrangement or wellness programs in their policies so as to improve employee performance which will have positive effect on organizational productivity.

KEYWORDS: *work-life balance, commitment, performance, employee, efficiency, employee engagement,*