

**EFFECT OF ORGANIZATIONAL DIAGNOSIS PRACTICES ON SUSTAINABLE
PERFORMANCE: A FOCUS FROM SELECTED TEXTILE FIRMS IN ETI-OSA
LOCAL GOVERNMENT AREA, LAGOS STATE**

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(10CG011037)**

NOVEMBER, 2020

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LOCAL GOVERNMENT AREA, LAGOS STATE**

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**A DISSERTATION SUBMITTED TO THE SCHOOL OF POST GRADUATE
STUDIES IN PARTIAL FULFILMENT OF THE REQUIREMENT FOR THE AWARD
OF THE MASTERS OF BUSINESS ADMINISTRATION (MBA) DEGREE IN
BUSINESS ADMINISTRATION IN THE DEPARTMENT OF BUSINESS
MANAGEMENT, COLLEGE OF MANGEMENT 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 a Master of Business Administration (MBA) in Business Administration in the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Nigeria.

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(Dean, School of Postgraduate Studies)

Signature & Date

DECLARATION

I, **OPUTA, ALMA JAMACHI (10CG011037)** hereby declare that this research is based on a study undertaken by me under the supervision of Dr. Mercy Ogbari of the Department of Business Management, College of Management and Social Sciences of Covenant University, Ota, Nigeria. I attest that this dissertation has not been submitted elsewhere for the award of any degree. Where the ideas and views of other researchers have been expressed, they have been duly acknowledged.

OPUTA, ALMA JAMACHI

.....
Signature & Date

CERTIFICATION

This is to certify that this dissertation titled “**EFFECT OF ORGANIZATIONAL DIAGNOSIS PRACTICES ON SUSTAINABLE PERFORMANCE: A FOCUS FROM SELECTED TEXTILE FIRMS IN ETI-OSA LOCAL GOVERNMENT AREA, LAGOS STATE**” was undertaken by **OPUTA, ALMA JAMACHI (10CG011037)** under the supervision of Dr. Mercy Ogbari and submitted to the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Nigeria. We have examined and found this work acceptable as part of the requirements for the award of Master of Business Administration (MBA) in Business Administration.

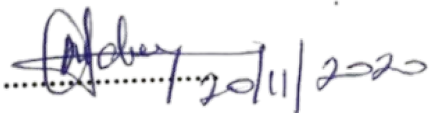
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DEDICATION

This research is dedicated to God Almighty, the source of all wisdom, knowledge and the author and the finisher of my faith.

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TABLE OF CONTENTS

COVER PAGE	i
TITLE PAGE	ii
ACCEPTANCE	iii
DECLARATION	iv
CERTIFICATION	v
DEDICATION	vi
ACKNOWLEDGEMENTS	vii
TABLE OF CONTENTS	ix
LIST OF TABLES	xii
ABSTRACT	xiii
CHAPTER ONE: INTRODUCTION	1
1.1 Background to the Study	1
1.2 Statement of Research Problem	3
1.3 Research Objectives	4
1.4 Research Questions	5
1.5 Research Hypothesis	5
1.6 Scope of the Study	6
1.7 Significance of the Study	6
1.8 Limitations of the Study	7
1.9 Operationalization of Research Variables	7
1.10 Schematic Model	8
1.11 Definition of Terms	9
1.12 Organization of the Study	10
1.13 Brief History of Case Study	11
CHAPTER TWO: LITERATURE REVIEW	13
2.1 Conceptual Framework	13
2.1.1 Organizational diagnosis	13
2.1.2 Change management	16
2.1.3 Importance of diagnosis for change	19
2.1.4 Change management models for sustainability	21
2.1.5 Aspects of organizational change	27
2.1.6 The concept of sustainable performance	39
2.1.7 Sustainable performance dimensions	40
2.2 Theoretical Review	46
2.2.1 Lewin's Change Management Model	46

2.2.2	The Contingency Model of Change – Dunphy and Stace’s Model of Change	49
2.2.3	McKinsey 7S Framework	51
2.3	Empirical Review	52
2.4	Gaps in Literature	59
CHAPTER THREE: RESEARCH METHODOLOGY		60
3.1	Research Methods	60
3.2	Research Design	60
3.3	Population of Study	60
3.4	Sample Size Determination	61
3.5	Sample Frame	61
3.6	Sampling Techniques	61
3.7	Sources of Data Collection	62
3.8	Research Instrument	62
3.9	Validity of Research Instrument	63
3.10	Reliability of Research Instrument	64
3.11	Method of Data Analysis	64
3.12	Ethical Considerations	65
CHAPTER FOUR: DATA PRESENTATION, ANALYSIS AND INTERPRETATION OF THE RESULTS		66
4.1	Presentation of Data	66
4.2	Demographic Profile of Respondents	67
4.3	Descriptive Analysis of Data on Significant Variables	70
4.4	Test of the Hypotheses	79
4.4.1	Hypothesis One:	79
4.4.2	Hypothesis Two:	82
4.4.3	Hypothesis Three:	84
4.4.4	Hypothesis Four:	86
4.4.5	Hypothesis Five:	88
4.4.6	Hypothesis Six:	90
CHAPTER FIVE: DISCUSSION		95
5.1	Summary of the Findings	95
5.1.1	Theoretical findings	95
5.1.2	Empirical findings	98
CHAPTER SIX: CONCLUSION AND RECOMMENDATION		105
6.1	Summary of the Research Work	105
6.2	Conclusion	106
6.3	Contributions to Knowledge	107

6.4	Recommendations	108
6.5	Suggestions for Further Study	108
	REFERENCES	110
	APPENDIX 1	129

LIST OF TABLES

3.1	How questionnaire was distributed among the 10 textile manufacturing industries	62
3.2	Results of reliability test	64
4.1	Response frequency	66
4.2	Demographic distribution of the respondents	67
4.3	Distribution of respondents based on technological change	70
4.4	Distribution of respondents based on organizational structure	71
4.5	Distribution of respondents based on communication	72
4.6	Distribution of respondents based on organizational culture	73
4.7	Distribution of respondents based on leadership	75
4.8	Distribution of respondents based on attitude towards change	76
4.9	Distribution of respondents based on sustainable performance	77
4.10	Model summary ^b of technological change and sustainable performance	79
4.11	Anova ^a of technological change and sustainable performance	80
4.12	Coefficients ^a of technological change and sustainable performance	81
4.13	Model summary ^b of organizational structure and sustainable performance	82
4.14	Anova ^a of organizational structure and sustainable performance	82
4.15	Coefficients ^a of organizational structure and sustainable performance	83
4.16	Model summary ^b of communication and sustainable performance	84
4.17	Anova ^a of communication and sustainable performance	85
4.18	Coefficients ^a of communication and sustainable performance	85
4.19	Model summary ^b of organizational culture and sustainable performance	86
4.20	Anova ^a of organizational culture and sustainable performance	87
4.21	Coefficients ^a of organizational culture and sustainable performance	88
4.22	Model summary ^b of leadership and sustainable performance	88
4.23	Anova ^a of leadership and sustainable performance	89
4.24	Coefficients ^a of leadership and sustainable performance	90
4.25	Model summary ^b of attitude towards change and sustainable performance	91
4.26	Anova ^a of attitude towards change and sustainable performance	91
4.27	Coefficients ^a of attitude towards change and sustainable performance	92
4.28	Summary of Hypotheses Results	93

ABSTRACT

The aim of this research was to examine the effect of organizational diagnosis practices on sustainable performance in selected textile firms in Eti-Osa local government area in Lagos State. The objectives of this research were to ascertain the significant relationship between technological change, structural change, communication, culture, leadership and attitude towards change and how it affects economic, social and environmental performance. A cross-sectional research design was utilized for this research. The sample for the study comprised 120 staff from 10 textile industries in Eti-Osa Local Government of Lagos State. Regression analysis was utilized to evaluate the relationship between the organizational diagnosis variables and sustainable performance variables. Cronbach's Alpha method was used to measure the questionnaire reliability which was 0.829. SPSS was also used for the research to do the analysis and test the research hypotheses. The results of the findings show that there is a positive relationship between technological change ($P=0.027$), structural change ($P=0.007$), communication ($P=0.001$), organizational culture ($P=0.050$), leadership ($P=0.000$), attitude towards change ($P=0.001$) and sustainable performance measures. The study concludes that organizational diagnosis practices are necessary to bring about the desired change in organizations. Based on the findings, the research recommended that organizations should take out time to conduct proper diagnosis to identify where organizational problems are, that managers should constantly revise the method by which new policies are introduced and that managers should pay attention to a well-structured policy in scheduling and executing diagnosis for sustainability.

Key words: organizations, organizational diagnosis practices, diagnosis, change management, sustainability, sustainable performance, organizational structure, technology, culture