

**WORKFORCE DIVERSITY ON ENGAGEMENT OF ACADEMIC STAFF  
OF A SELECTED PRIVATE UNIVERSITIES IN SOUTHWESTERN  
NIGERIA**

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**WORKFORCE DIVERSITY ON ENGAGEMENT OF ACADEMIC STAFF OF A  
PRIVATE UNIVERSITIES IN SOUTHWESTERN NIGERIA**

BY

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BSc. Business Administration, Esep Le Berger, Cotonou

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MANAGEMENT, COLLEGE OF MANAGEMENT AND SOCIAL SCIENCES,  
COVENANT UNIVERSITY, OTA, OGUN STATE, NIGERIA.**

**SEPTEMBER, 2021**

## ACCEPTANCE

This is to attest that this dissertation is accepted in partial fulfillment of the requirements for the award of degree of Master of Science (M.Sc) in Industrial Relation and Human Resources Management in the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Nigeria.

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## **DECLARATION**

I, OMOLAJA, SAMUEL OLAYEMI (19PAC01912), declares that this research work was carried out by me under the supervision of Dr Mayowa G. Agboola of the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Ogun State, Nigeria. I attest that this 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 thesis are duly acknowledged.

OMOLAJA, SAMUEL OLAYEMI

.....

Signature and Date

## CERTIFICATION

We certify that this dissertation titled “WORKFORCE DIVERSITY ON ENGAGEMENT OF ACADEMIC STAFF: A STUDY OF SELECTED PRIVATE UNIVERSITIES” is an original work carried out by OMOLAJA, SAMUEL OLAYEMI (19PAC01912) in the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Ogun State, Nigeria, under the supervision of Dr. Mayowa G. Agboola. We have examined and found this research work acceptable as part of the requirement for the award of Master in Industrial Relations and Human Resources Management.

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## **DEDICATION**

This research work is dedicated to almighty God, who provided the wisdom, knowledge and finance throughout this program; to late Mrs Atinuke Omolaja, My parent Mr and Mrs Omolaja and my siblings for their sincere love, prayers and unwavering support.

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## ABSTRACT

*Workforce diversity on employee engagement has become a major challenge in organization which has result to turn over in organization, thereby causing the organization investing more on recruitment and selection, training and developing new staff recruited and making organization not achieving their goal in due time. The aim of this study is to examine workforce diversity on engagement of academic staff of a selected private universities. Descriptive research design method was adopted for this paper. A close ended structured questionnaire was used in gathering data. The study centred on Nigeria tertiary institution to examine the level of diversity practised in terms gender, age, cultural, educational and marital status on employees' engagement (community engagement, research engagement, teaching engagement and administrative engagement). A total of 277 questionnaire were dispersed to the respondent of the study and 250 questionnaire was filled and return. In order to attain the research objectives, five hypothesis were created. The data were assembled and examined using STATA, percentage and frequencies table were used for descriptive aspects. To test the hypothesis, multi linear regression Model and Anova were adopted to examine the relationship between variable and identify the of independent variable on the dependent variable. The research findings showed two variable of workforce diversity used in the study has a significant effect on employee engagement and the other three do not have significant effect on engagement.*

Keywords: Workforce diversity, employee's engagement, social attraction paradigm, social exchange theory and social categorization.