

**EMPLOYEE VOICE ON JOB SATISFACTION: A STUDY OF NIGERIA  
LIQUEFIED NATURAL GAS, RIVERS STATE.**

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**JULY, 2022**

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LIQUEFIED NATURAL GAS, RIVERS STATE.**

**BY**

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**BEING A MASTERS DISSERTATION SUBMITTED TO THE  
DEPARTMENT OF BUSINESS MANAGEMENT, COLLEGE OF  
MANAGEMENT AND SOCIAL SCIENCES, COVENANT UNIVERSITY,  
OTA. IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE  
AWARD OF MASTER'S (MBA) IN INDUSTRIAL RELATIONS AND  
HUMAN RESOURCE MANAGEMENT**

**JULY, 2022**

## **ACCEPTANCE**

This is to certify that this dissertation is accepted in partial fulfilment of the requirements for the award of a Master's (MBA) in Industrial relations and human resource management in the department of Business administration, College of Management and Social Sciences, Covenant University, Ota, Ogun State, Nigeria.

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## **DECLARATION**

I, **ONUBI, ENYO-OJO FAVOUR (20PAC02209)** declare that this research work was carried out by me under the supervision of Dr. Adebukola E. Oyewunmi of the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Ogun State. 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.

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**Signature and Date**

## **CERTIFICATION**

This is to certify that this dissertation titled “**EMPLOYEE VOICE ON JOB SATISFACTION: A STUDY OF NIGERIA LIQUEFIED NATURAL GAS, RIVERS STATE**” is an original work carried out by **ONUBI ENYO-OJO FAVOUR (20PAC02209)** in the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Ogun State, Nigeria under the supervision of Dr. Adebukola E. Oyewunmi.

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## **DEDICATION**

This dissertation is dedicated to God Almighty for being my strength, support and for bringing me this far.

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## **ABSTRACT**

This research examined employee voice on job satisfaction: A study of Nigeria Liquefied Natural Gas, Rivers State. The study focused on promotive, prohibitive, and considerate employee voice on job satisfaction as a whole. The survey research design method was adopted for the study, while copies of questionnaires were administered to gather relevant data for this research. The study adopted the use of a simple random sampling, while a structured questionnaire was used for data collection. The target population size was 287 employees but a sample size of 167 respondents was arrived at using the Yamane (1967) formula. From the 167 questionnaire copies that were distributed and retained only 159 copies were certified valid for analysis. The data obtained were analysed with the SmartPLS software as well as the tested hypothesis. The result revealed that promotive, prohibitive, and considerate employee voice had significant effects on job satisfaction. The study recommended among all other things that businesses should create a positive and effective environment that encourages employees to contribute their opinions and suggestions as employee voice is a unique and vital key in enhancing job satisfaction levels.

***Keywords: considerate voice, industrial relations, job satisfaction, prohibitive voice, promotive voice***