

# Examining the Impact of Intramural Welfare Packages on Staff Performance at Edo State Polytechnic

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## Abstract

The welfare packages are strategy that motivate teachers and employees to improve work performance by the administration of any institution. Like all educational institutions, Edo State Polytechnic delivers mostly basic education services that equip everyone to live. Ensure that employees or lecturers carry out this task is closely linked to their job happiness and job motivation on the one hand and the incentives that can be provided on the ground to demand the satisfaction and motivation of their work known as welfare packages. The study was carried out in Edo State Polytechnic, Netherlands, Usen, showing that gratuity and pension ranks at 22% as the largest and 2% as the least essential component in providing the notice board.

**Keywords:** Intramural packages, Welfare packages, Motivation, Satisfaction

## Introduction

Edo State Polytechnic, like any other educational institution, primarily provides educational services that are fundamental to preparing everyone to live a productive life. When it comes to instilling values in students, preparing them to face the challenges of life, and preparing them to practise their rights and responsibilities in a multicultural society, schools have a unique role to play in educating students and training them to be active and responsible members of their communities and society (Ortenca).

Assuring that staff or lecturers are able to perform the aforementioned job of imparting these students is intricately linked to their job satisfaction and motivation while at work on the one hand, and the availability of incentives on the ground to necessitate the job satisfaction and motivation, which are known as welfare packages on the other.

The concept of job satisfaction is made up of a variety of attitudes and behaviours that a teacher has and displays regarding his or her work circumstance. When it comes to this study, contentment and satisfaction are synonyms for each other.

#### The Study's Purpose and Objective

A great deal has been stated about the impact of employee motivation and benefits packages on their overall performance.

The purpose of this study is to investigate the impact of intramural welfare packages on the job performance of Edo State Polytechnic employees in particular.

#### The Purpose of the Research

The purpose of this study is to discover some intramural welfare packages that have an impact on staff performance.

In order to determine which intramural packages have the most impact on the job performance of Edo State Polytechnic, Usen employees, the identified intramural packages will be ranked by respondents.

#### Workers' Compensation and Welfare Benefits in Nigeria

However, job satisfaction is not solely a function of need fulfilment. A teacher's sentiments of satisfaction are highly dependent on his perceptions of his ability to compare favourably with other individuals in similar careers, positions or locations; otherwise, he would be dissatisfied. When it comes to job satisfaction and discontent, a teacher's view of his or her situation will be closely tied to the values that they place on the many components of his or her employment and its surrounding environment as sources of satisfaction and unhappiness. Job satisfaction refers to the sense of success that comes from participating in a variety of job activities and receiving varied benefits. It is the satisfaction that results from the accomplishment of a desired goal that is satisfying.

It is crucial for an institution's ability to fulfil its stated objectives that welfare packages are implemented effectively to inspire teachers and other staff

members. Consequently, even if there are numerous factors impacting the performance of academic institutions, welfare provision is critical in deciding their success for the simple reason that it serves as one of the foundations for staff motivation (Odunlami & Matthew, 2014).

In the subject of human resource management, welfare management is one of the most difficult and dynamic concerns to be faced by managers. According to the findings of a study conducted by Asumah, Kuranchie, and Mensah in 2019, Through the discussion of variables such as working conditions and fringe benefits, the study analysed welfare management techniques that have an impact on teachers' job performance (Asumah, Kuranchie and Mensah, 2019).

The importance of teachers in the fostering of societal development cannot be overstated (Nkata, 2005). Furthermore, their roles are directly related to the promotion of social justice and civic rights through educating and motivating children to be of good behaviour and to participate actively in their communities (Francis & Le Roux, 2011 and Chapin, 2014). In great part, teachers determine and regulate the quality of education in the country, particularly in terms of meeting societal and industrial expectations (Turkkahraman, 2012).

Using data from public secondary school teachers in Ondo State, Nigeria, Oyetakin et al. (2019) evaluated the link between the degree of benefit packages and teachers' work satisfaction among public secondary school teachers. According to the findings of the study, teachers' job happiness is primarily tied to the internal and external welfare packages that are supplied. It is also noted that it is directly associated with non-monetary incentives such as school policy and administration, as well as status and position in the organisation. Importantly, despite coming from a variety of educational backgrounds, the vast majority of respondents expressed dissatisfaction with their jobs.

#### Package of Benefits

In any institution, welfare packages are the tactics used by management to motivate teachers and other employees to achieve higher levels of job performance (Oyetakin, Ajalode and Alen, 2019).

The importance of motivation in the discussion of performance and productivity among employees cannot be overstated. We must remember that every

organisation has its own set of benefits, and the nature of those benefits influences the level of motivation within that organisation. When welfare services are taken for granted, it is possible that organisations will not obtain a comparably high level of motivation among their employees. Micah and Imoudu (2013) developed a formalised formalised formalised (Micah and Imoudu, 2013). According to Cascio (2003), an incentive scheme can be split into two categories: direct welfare packages and indirect welfare packages. Direct packages are those that have to do with earnings or salary, whereas indirect packages are those that a worker receives as a result of working for a certain organisation. It is the integration of these two elements into a package that will stimulate the fulfilment of an organization's aim that is the essence of welfare packages (Odunlade, 2012).

As previously said, the list of welfare activities related to labour welfare is divided into two major categories, which are as follows (<http://hrmpractice.com/>):

1. Welfare measures within the workplace, referred to as intramural packages;
- and 2. Welfare measures outside of the workplace, referred to as extramural packages.

#### PACKAGING WITHIN THE MUSEUM

Within an institution or organisation, intra-mural packages include services such as medical care, accident compensation, the provision of crèches and canteens, the provision of drinking water, washing and bathing facilities, the provision of safety measures, and activities aimed at improving employment conditions, among other things.

Extra-Mural Packages are those that are not required by law.

In addition to services and facilities provided outside the institution or organisation, extra-mural packages may include housing accommodations, indoor and outdoor recreational facilities, amusement and sports, educational facilities for staff and their children, and other similar services and facilities.

The intramural packages, which include but are not limited to the following, will be the subject of this research.

- i. Health and safety, as well as cleanliness

- Working conditions that are convenient and comfortable
- iii. Workplace safety precautions that are in place.
- iv. Provision of required beverages, liquids, and water while at work
- v. Posting of notices
- vi. Convenience
- vii. Canteen and catering services
- viii. Worker's Compensation and Health Services
- ix. Services Crèche and child care
- x. Workers' recreation
- xi. Gratuity and pension
- ix. Other benefits

### Conclusions and Findings

The intramural welfare packages listed above are generated in the form of questionnaires and distributed to employees at the Edo State Polytechnic, Usen campus. Staff members were asked to rate the aforementioned elements in the order in which they wished them to be presented. They are to rank the items on a scale from 1 to 11, with 11 being the most significant and 1 being the least important, according to their opinions. The instrument of research was delivered to a total of 115 employees, but only 113 responded.

From the ranking the summary of the results is shown in table 1 below.

Table 1: showing the frequency of ranking of the factors identified

<b>Intramural Welfare Packages</b>		<b>Frequency</b>
i.	Safety and cleanliness	9
ii.	Convenience and comfort during work	10
iii.	Workmen’s safety measures	9
iv.	Supply of necessary beverages/drinks/water during work	7
v.	Notice Boards	2
vi.	Convenience	12
vii.	Canteen services	12
viii.	Worker’s Health Services	18

ix.	Services Crèche and child care	5
x.	Workers’ recreation	4
xi.	Gratuity and pension	25



Figure 1: A bar chart showing the presentation of the information in table 1

The factors were rearranged from the most important to the least important as it affects staff perception in the ranking of the factors. This is presented in table 2

Table 2: showing the ranking of the factors

S/No	Intramural Welfare Packages	Frequency
1	Gratuity and Pensions	25
2	Worker’s Health Services	18
3	Convenience	12
4	Canteen services	12
5	Convenience and comfort during work	10
6	Workmen’s safety measures	9
7	Safety and cleanliness	9

8	Supply of necessary beverages/drinks/water during work	7
9	Services Crèche and child care	5
10	Workers’ recreation	4
11	Notice Boards	2

The percentages of the itemized factors are presented in a pie chart (Figure 2). This shows that gratuity and pension ranks as the most important with 22%, followed by workers’ health service, convenience, canteen services with 18%, 11% for convenience, canteen services each respectively.

The least important factors are provision of notice board, workers’ recreation and crèche/child care services with 2%, 4% and 5% respectively.

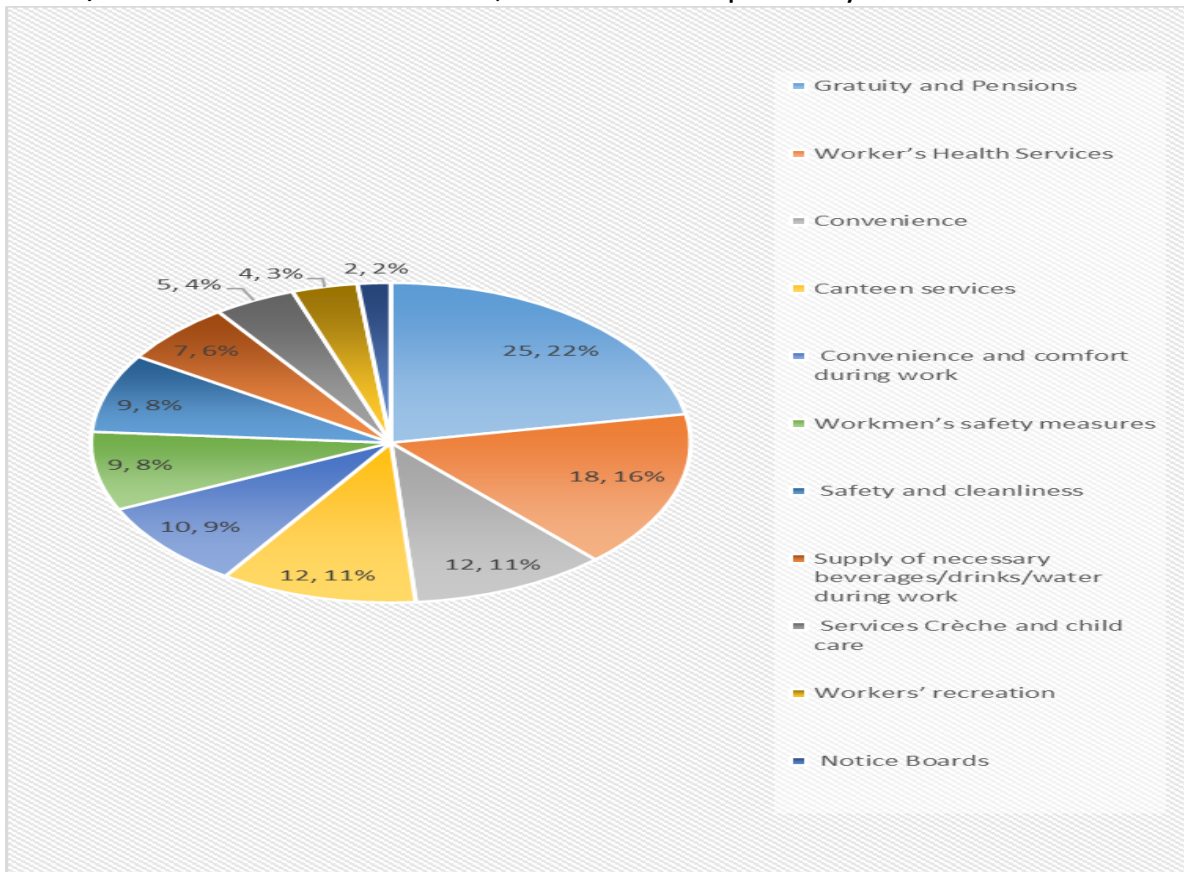


Figure 2: showing the percentages of the different factors

## Conclusion

Welfare management is one of the most complex and dynamic issues in the field of human resource management. Teachers must perform in ways that enhance positive schooling (UNESCO, 2007). The research conducted shows that gratuity and pension ranked as the most important factor for motivation and provision of notice board for dissemination of information as the least important factor.

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