

## SELF AWARENESS AND ORGANIZATIONAL PERFORMANCE IN THE NIGERIAN BANKING SECTOR

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### ABSTRACT

This study investigated the relationship between self awareness and organizational performance in the Nigerian banking industry. The study was a survey and the sample for the study consisted of two hundred and ten bank managers in South-South area of Nigeria. Data were collected mainly in the cities where we have high concentration of the banks through interview and questionnaire instrument found to be reliable with cronbach Alpha values of 0.7 and above. Four hypotheses were formulated and tested using the spearman rank correlation coefficient with the aid of statistical package for social science. The results of our analysis at .05 level of significance showed that self awareness is positively related to net profit and return on investment, but no strong relationship was found between self awareness and market share. Our interview results also supported our findings. Based on the results, it was concluded that self awareness positively influences net profit and return on investment. It was therefore recommended that Organizations should train their managers/employees to acquire the competencies associated with self awareness.

**Keywords:** Self awareness, organizational performance, net profit, returns on investment, market share.