

WAGE INEQUALITY AND WORK PERFORMANCE IN THE FOOD INDUSTRY OF OGUN STATE, NIGERIA

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ABSTRACT

This study examines wage inequality on work performance in the food industry of Ogun State of Nigeria with Unilever Nigeria Plc, a multinational company, as a case study. The main objective of the study was to investigate the effect of skill and training on wage differentials and determine the effect of wage disparity on the employees' performance in the food manufacturing companies/organizations. Questionnaire was the main instrument for data collection and analysed using Chi-Square statistical method with the aid of SPSS software. 122 copies of questionnaires were returned from a sample of 150, representing 81.33% response rate which is adjudged to be adequate for analysis. The findings of the study showed that skill and training do not have significant effect on wage differentials ($\chi^2 = 59.756, df = 45, p < 0.05$) and that wage disparity and employee's performance are not significantly related ($\chi^2 = 101.203, df = 45, p < 0.05$). Though strange, it is perhaps a reflection of the peculiarity and current harsh economic situation with the attendant high rate of unemployment in the country. The study however recommends that food companies/organizations should enhance job satisfaction through equitable recommendations, job structure and promotional system for employees, provision of suitable and enabling work environment, better communication to enhance perception of equity and involvement of employees in policy formulation to enhance better implementation.

Keywords: Wages, Inequality, Equity, Work Performance.