

STAFF REMUNERATION AND THE PERFORMANCE OF RAMAT POLYTECHNIC MAIDUGURI STUDENTS FROM 1995 TO 2011

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ABSTRACT

This study is on the effects of staff remuneration on the performance of Ramat Polytechnic Maiduguri students from 1995 to 2011 in Borno state. The purpose of the study was to establish the relationship between the variables. Analytical and correlations design were used in the course of the study. Quantitative data was gathered in order to establish the relationship between the independent and dependent variables. The data was collected from a total population of 45 respondents including academic staff of Ramat Polytechnic Maiduguri. The data was presented in a tabular form with frequencies and percentages for singular classifications of responses. Microsoft Excel was used to establish the relationship between remuneration and performance of Ramat polytechnic Maiduguri. Findings on establishing the relationship between staff remuneration and performance of Ramat polytechnic Maiduguri students revealed a strong and positive relationship between staff remuneration and performance of Ramat Polytechnic Maiduguri students. Similarly, findings on examining the relationship between staff level of motivation and performance of Ramat Polytechnic Maiduguri students revealed a strong and positive relationship. Study findings also revealed that, fringe benefits and staff nature of working conditions greatly affected performance of Ramat polytechnic students. The government or management should put up strategies to ensure that staff salaries, wages and other allowances are adequately and satisfactory so that staff can be able to provide individualized attention to their student, avoid absenteeism and strictly follow the policies and regulations of the ministry of education for improved performance for achieved in Ramat polytechnic Maiduguri. Finally the government or management should appreciate the significant relationship between the variable to ensure continued success and survival.

Keywords: Remuneration, Performance, Allowances, Wages, Salary.