

## **EMPLOYEE WELFARE PACKAGES AND THE PERFORMANCE OF PUBLIC ORGANIZATIONS IN RIVERS STATE, NIGERIA**

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### **ABSTRACT**

The study examined employee welfare packages and ways in which they can promote the performance of public organizations in Rivers State, Nigeria. A descriptive survey research design was adopted. The study was guided by two research questions and two hypotheses. The population of the study consisted of the 15,600 civil servants in Rivers State. A sample size of 780 civil servants comprising of 400 males and 380 females was drawn through stratified random sampling technique. A questionnaire titled; “Employee Welfare Packages and Organizational Performance Questionnaire (EWPOPQ)” was designed by the researcher and was used for data collection. The instrument which contained 23 items was properly validated and a reliability of 0.81 was obtained through Cronbach Alpha approach. Percentages, mean and standard deviation were used to answer the research questions while z-test was used to test the hypotheses at 0.05 level of significance. The results of the study showed that the employee welfare packages enjoyed by civil servants in Rivers State included rent subsidy and transport allowance but they were less than expected. The study revealed that adequate employee welfare packages could enhance staff performance by promoting job commitment and satisfaction as well as enhance productivity and efficiency in the utilization of resources. Based on the findings, the study recommended that the Rivers State Government should implement adequate welfare packages such as the new minimum wage and ensure that she upholds the agreements reached with labour unions in the state to avoid adverse industrial actions.

**Keywords:** Employee Welfare, Public Organizations, Performance, Civil Servants and Public Service.