INTERNATIONAL JOURNAL OF ADVANCEMENTS IN EDUCATIONAL ADMINISTRATION
IJAEA

INFLUENCE OF WELFARE PACKAGE ON TEACHERS' JOB PERFORMANCE IN PUBLIC BWARI AREA COUNCIL, ABUJA, NIGERIA

Ani, Anthonia Nwabugo, *PhD*
ana.ani@unizik.edu.ng

Ezenwagu Stephen Abuchi, *PhD*
sa.ezenwagu@unizik.edu.ng

Ogbuanya Patience Chiamaka
cp.ogbuanya@unizik.edu.ng

Department of Educational Management and Policy, Faculty of Education, Nnamdi Azikiwe University Awka, Anambra State

Abstract

The study investigated the influence of welfare package on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja. The study was guided by two research questions and hypotheses. Cross-sectional survey research design was adopted in the study. The population of this study consisted of 2605 teachers. The sample size of the study consisted of 578 respondents. The instrument used for data collection was the ''Teachers' Questionnaire on Welfare Package and Teachers' Job Performance' (TQWPTJP)'. The instrument yielded the validity index of 0.76. The reliability index of 0.72 was obtained after pilot testing the instrument Mean and standard deviation were used to answer the research questions. Analysis of Variance was used for testing the hypotheses. The findings of the study showed that there is a significant influence of health care services on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja and there is a significant influence of provision of housing scheme on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja. One of the recommendations of the study was that Teachers in public senior secondary schools in Bwari Area Council should be mandated to be part of the National Health Insurance Scheme to ensure that they receive medical treatment at subsidized rate whenever they have health issues to promote good health among teachers and induce them to perform their job effectively.

Keywords: Welfare Package, Teachers' Job Performance, Health Care Services and housing Scheme

Authors Biography

Dr. Ani, Anthonia Nwabugo (ana.ani@unizik.edu.ng) is a lecturer in the department of Educational Management and Policy, Nnamdi Azikiwe University, Awka, Anambra State. Shee is a member of Nigerian Association for Educational Administration and Planning (NAEAP). She has written many scholarly journals and academic papers published within and outside the country.

Dr. Ezenwagu Stephen Abuchi, **(**sa.ezenwagu@unizik.edu.ng) is a priest and a lecturer in the department of Educational Management and Policy, Nnamdi Azikiwe University, Awka, Anambra State. He is a member of Nigerian Association for Educational Administration and Planning (NAEAP) and has written many scholarly journals and academic papers.

Ogbuanya, Patience Chiamaka, (cp.ogbuanya@unizik.edu.ng) a lecturer in the department of Educational Management and Policy, Nnamdi Azikiwe University, Awka, Anambra State. She has written many scholarly papers published in reputable journals.

Introduction

The indispensable roles which welfare packages play towards enhancing teachers' job performance are greatly felt at any level of educational system. The issue of teachers' welfare is at the centre stage of human resource management in educational institutions because the major task of every teacher is to train students to become active and responsible citizens in the society. The welfare of teachers determines the quality of a nation's educational system (Naluwemba & Okwenje, 2016). Teachers' welfare packages consist of the physical, mental, moral and emotional well-being of workers which enable them to perform their job with high level of commitment and dedication. Quality welfare packages could help to influence good fortune, good health, happiness and the general well-being needed to help teachers perform their teaching job in a manner that is capable of facilitating high academic performance among students.

Personnel welfare consists of the various services, benefits and facilities which employers provide for teachers for the purpose of enhancing effective teaching and learning in the school system. In the school setting, teachers' welfare is basically concerned with the entire wellbeing of teachers within and outside the school environment. The provision of different welfare packages to teachers by their employers is to improve the level of teachers' health status and increase their happiness to make them to be saved from certain hazards that will prevent them from performing their job efficiently. Jepkemoi (2019) opined that provision of welfare services to teachers could increase the level of their job fulfillment and satisfaction that may improve their job performance and students' academic performance. Dessler (2018) observed that welfare packages are provided to employees to in order to keep their motivation level high. Securing high level of motivation from teachers through welfare services could bring about effective job performance needed for achieving high academic performance by students. The essence of welfare services in an

educational system is to meet the needs of teachers for the purpose of inspiring them to work very hard towards the attainment of educational goals. The basic idea behind the provision of welfare packages to teachers is to enhance effective teaching that will lead to an improvement in the academic performance of students.

Every welfare package is aimed at improving the job performance of teachers. Job performance is the extent to which workers could accomplish the responsibilities assigned to them successfully. Teachers' job performance is essential to enable school to direct its attention towards the attainment of school goals. In secondary system, principals as the chief executives are saddled with the responsibilities of providing welfare services to meet the needs of teachers that would help to secure effective job performance and high academic performance. Teachers' job performance is a crucial factor which facilitate the attainment of school goals (Mazaki, 2017).

Teachers' job performance is necessary for sustaining the quality of secondary educational system. Teachers' job performance could be described as the duties performed by a teacher at a particular period in the school system to achieve educational goals. It is the ability of teachers to combine relevant inputs for the enhancement of teaching and learning processes (Iyala, 2018). Job performance is determined by worker's level of participation in the day to day running of an institution. Teachers behave differently under different conditions. Principals are expected to influence effective job performance among their teachers by identifying and meeting up with their welfare needs. Adeyemi (2020) pointed out the indices of teachers' job performance to include effective teaching, lesson note preparation, careful use of scheme of work, supervision and monitoring of students' academic activities.

The International Labour Organization (ILO) in 2006 categorized welfare packages into internal and external services. Internal welfare packages are provided within an institution and they include toilet and urinary facilities, drinking water, washing and bathing facilities, free meals, accommodation, arrangements for prevention of fatigue, health care services including occupational safety, uniform and protective clothing and shift allowances. External welfare packages however consist of activities which are performed outside an institution and they include maternity benefits, social insurance services such as gratuity, pension plan, rehabilitation measures, children welfare, education facilities, housing schemes, recreational facilities like sporting facilities, cultural activities and transportation arrangements (Iyala, & Sani, 2022).

This study investigated the contributions of health care services and housing scheme towards facilitating effective job performance by teachers. The provision of health care services to teachers is important for their mental and physical fitness which may limit the level of job performance. Health care services are meant to reduce absenteeism among teachers especially those who fall sick frequently. Sometimes, teachers may fall sick with inadequate money to seek medical attention but the provision of health care services at affordable price could help them to receive medical attention that would keep them physically and mentally fit on regular basis. Naluwemba and Okwenje (2016) maintained that the provision of health care welfare programmes have direct bearing on task accomplishment by teachers in Ugandan secondary schools. Teachers who fall sick may not be physically fit to perform their job effectively, as a result, they can only contribute in a little way towards the academic performance of students. The Introduction of National Health Insurance Scheme (NHIS) by the Federal Government of Nigerian which teachers in Bwari Area Council, Abuja are beneficiaries is an attempt to provide teachers and other workers with some of

their family members an opportunity to undergo medical treatment whenever they fall sick at a very low price. Lyimo (2019) observed that teaching job is very stressful, as a result, the stress may lead to anxiety and depression that would weigh down the strength of teachers and reduce the level of their job performance. In addition, teachers sometimes experience emotional, social, political, economic and work related problems that would require welfare services to address the situations because such problems may prompt some over-emotional staff to commit suicide or quit teaching job.

Provision of housing scheme is another avenue of improving the welfare of teachers. Housing scheme is a project funded by employers with the aim of providing accommodation for their employees so that they can be comfortable to perform their job effectively. The problem of providing shelter especially for the working-class Nigerians has been a turbulent challenge that has been faced by the Nigerian government with less positive result achieved per strategy adopted (Fadey, Sofoluwe, & Gbadeyan, 2015). Some of the strategies adopted include the staff housing loan schemes, site and services housing schemes, direct labour housing production, mortgage repayment housing scheme, and the present-day adoption of the public-private partnership in housing (Odeku & Odeku, 2019). Incidentally none of these housing strategies for workers took into cognizance, the role of housing proximity to workplace for maximizing the workers productivity as a priority in staff housing plans; neither was socioeconomic value attached to the development of relatively academic staff housing community as a necessity in enhancing their set goals within the states. Nwite (2016) concluded that the provision of transportation services has significant difference on teachers' job performance in secondary schools in Nigeria.

Despite the important roles play by teachers, it is quite unfortunate that the issues of welfare packages of teachers in Bwari Area Council, Abuja remain unsatisfactory as teachers are faced with situations of inadequate welfare services like inadequate remuneration, limited financial incentives, delay in payment of salaries and allowances, inadequate provision for housing allowances, limited access to free medical services and exposure to dirty school environments (Ayeni, 2015). It is in light of the above worry that this study investigated the influence of welfare package on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja.

Statement of the Problem

As a teacher, the researcher observed that low morale and negative attitudes exist among secondary school teachers in Bwari Area Council, Abuja which is preventing them from performing their job effectively. The performances of students in both internal and external examinations among secondary school students in Bwari Area Council, Abuja is not quite encouraging. Such discouraging academic performances by students seem to suggest that the students are left under the care of unhappy teachers whom their welfare issues may be overlooked by their employers. Teachers with inadequate welfare packages may not contribute meaningfully towards effective teaching and learning. It is assumed that if teachers' welfare in terms of fringe benefits and the general working conditions of teaching are well-provided, they would be more committed to work harder. However, teachers in Bwari Area Council, Abuja secondary schools seem to be faced with situations of inadequate welfare services which include low remuneration, limited financial incentives, delay in payment of salaries and allowances, inadequate provision of housing allowances and limited access to free medical services. When teachers are not properly provided with the required welfare packages, their level of job performance may be low with the current

experience by Bwari Area Council, Abuja senior secondary schools leading to inadequate teaching. Low morale by teachers in performing their due to inadequate welfare services may influence ineffective teaching. Hence, this study assessed the influence of welfare package on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja, Nigeria.

Purpose of the study

The purpose of this study was to investigate the influence of welfare package on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja, Nigeria. The following were the objectives of the study:

1. To examine the influence of health care services on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja.
2. To determine the influence of provision of housing scheme on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja.

Research Questions

The study was guided by the following research questions:

1. What is the influence of health care services on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja?
2. How does provision of housing scheme influence teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja?

Hypotheses

The study tested the following hypotheses at significance level of 0.05:

HO_1: There is no significant influence of health care services aon teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja?

HO_2: Significant influence does not exist between provision of housing scheme and teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja?

Method

The study adopted the cross-sectional survey research design. The population of this study consisted of 308 teachers obtained from all the 13 public senior secondary schools in Bwari Area Council. The sample of this study consisted of 308 teachers drawn from the senior secondary schools in Bwari Area Council Bwari Area Council, Abuja. Census sampling technique was employed to select the respondents for the study. 'Teachers' Questionnaire on Welfare Package and Teachers' Job Performance' (QWPTJP) was used for data collection. The instrument consisted of 12 items designed based on likert's modified 4-point scales of measurement of Strongly Agree (SA), Agree (A), Disagree (D) and Strongly Disagree (SD). The Questionnaire was duly validated and the validity index of 0.76 was obtained. The instrument was pilot tested on a small portion of the population that was not part of the sample respondents. The instrument was pilot tested on 30 teachers in GSS Dei-Dei for the purpose of determining the reliability index of the instrument which yielded 0.72. Data was analyzed using both descriptive and inferential statistics. Descriptive

statistics of mean and standard deviation was used to answer the research questions while the Analysis of Variance (ANOVA) was used to test the hypotheses at 0.05 level of significance.

Results

Research Question 1: What is the influence of health care services on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja?

Table 1: Mean and Standard Deviation Showing Responses on the Influence of Health Care Services on Teachers' Job Performance in Public Senior Secondary Schools

S/N	ITEMS	$\bar{X}$	SD	Decision
1.	First aid services are available in the school to avoid teachers who may fall sick during school hours to abandon their job and seek for medical attention outside the school.	2.65	0.75	Agree
2.	There is no school sick bed to help teachers who over-stressed to rest and regain their energy for effective discharge of their responsibilities.	2.75	0.70	Agree
3.	There is provision for health insurance policy for teachers to avoid them being abstained from school on account of ill-health.	2.70	0.68	Agree
4.	Teachers are motivated to work harder because whenever they fall sick, the school pays their medical bills.	2.60	0.80	Agree
5.	Teachers who fall sick do not receive government attention and this could not make them physically fit to manage their classes effectively.	2.40	0.77	Disagree
6.	Government is concerned with teachers' medical care which helps to always keep teachers mentally, socially and psychologically stable to plan and deliver their lessons successfully.	2.55	0.82	Agree
	Aggregate Mean	**2.60**	**0.75**	**Agree**

Table 1 revealed that item 1 has the mean value of 2.65 with standard deviation of 0.75 item 2 has the mean value of 2.75 with standard deviation of 0.70, item 3 has the mean value of 2.70 with standard deviation of 0.68, item 4 has a mean value of 2.60 with standard deviation of 0.80, item 5 has a mean value of 2.40 with standard deviation of 0.77 while item 6 has the mean value of 2.55 and standard 0.82. The analysis of research question one showed that the aggregate mean of 2.60 is above the scale mean of 2.50. It therefore means that the respondents agreed that of health care services have positive influence on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja.

Research Question 2: How does provision of housing scheme influence teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja?

Table 2: Mean and Standard Deviation Showing Responses on the Provision of Housing Scheme Influence Teachers' Job Performance in Public Senior Secondary Schools

S/N	ITEMS	$\bar{X}$	Std. Dev.	Decision

			σ	
7.	Teachers are diligent in monitoring students' activities because there is adequate housing allowances for them.	2.70	0.88	Agree
8.	Teachers' have access to free accommodation which influence them to undertake their teaching tasks with high level of dedication.	2.68	0.77	Agree
9	There is free accommodation for teachers within the school premises which facilitate their effective job performance.	2.42	0.68	Disagree
10	Teachers have access to less interest loan services for mortgage that help them perform their job properly.	2.45	0.72	Disagree
11.	Teachers pay rent from their salaries which discourages them from performing their duties efficiently.	2.73	0.65	Agree
`12.	There is no housing scheme for teachers to induce high job performance among them.	2.71	0.76	Agree
	Aggregate Mean	**2.61**	**0.74**	**Agree**

Table 2 showed that item 7 has the mean value of 2.70 with standard deviation of 0.88, item 8 has the mean value of 2.08 with standard deviation of 0.77, item 9 has the mean value of 2.45 with standard deviation of 0.68, item 10 has the mean value of 2.50 with standard deviation of 0.72, item 11 has the mean value of 2.73 with standard deviation of 0.65 and item 12 has the mean value of 2.71 with standard deviation of 0.76. The analysis of research question three showed that the aggregate mean value of 2.61 is below the scale mean of 2.50, this therefore implies that there is positive influence of provision of housing scheme on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja.

Hypothesis one: There is no significant influence of health care services on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja.

Table 3: One-way Analysis of Variance (ANOVA) showing Influence of Health Care Services on Teachers' Job Performance in Public Senior Secondary Schools in Bwari Area Council, Abuja

	Sum of Squares	**Df**	**Mean Square**	**P-value**	**Sig Level**	**Decision**
Health Care Services	1381.099	16	86.319	.041	05	Rejected
Teachers' Job Performance	17063.276	**2**92	49.747			
Total	**18444.375**	**308**				

Table 3 above showed that the p-value of 0.041 is less than 0.05 level of significance. Hence, there is a significant influence of health care services on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja.

Research Hypothesis 2: Significant influence does exist between provision of housing scheme and teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja

Table 3: One-way: Analysis of Variance (ANOVA) showing the Influence of Provision of Housing Scheme Teachers Job Performance in Public Senior Secondary Schools in Bwari Area Council

	Sum of Squares	Df	Mean Square	P-value	Sig Level	Decision
Housing Scheme	1381.099	16	86.319	.406	05	Rejected
Teachers' Job Performance	17063.276	292	49.747			
Total	**18444.375**	**308**				

Table 3 above showed that the p-value of 0.406 is less than 0.05 level of significance. Hence, the null hypothesis that stated that there is no significant influence of provision of housing scheme on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja is rejected. Therefore, the alternative hypothesis was accepted. As such, there is a significant influence of provision of housing scheme on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja**.**

Major Findings of the Study

The summary of the major findings of the study include:

1. There is a significant influence of health care services on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja.
2. There is a significant influence of provision of housing scheme on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja.

Discussion of Findings

The findings of the study revealed that there is a significant influence of health care services on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja. The findings of the agreed with Naluwemba and Okwenje (2016) who concluded that the provision of health care welfare programmes have direct bearing on task accomplishment by teachers in Ugandan secondary schools. The provision of health care services to teachers is important to improve the mental and physical fitness and their level of job performance. Health care services are meant to reduce absenteeism among teachers especially those who fall sick frequently. Sometimes, teachers may fall sick with inadequate money to seek medical attention but the provision of health care services at affordable price could help them to receive medical attention that would keep them physically and mentally fit on regular basis. Teachers who fall sick may not be physically fit to perform their job effectively, as a result, they can only contribute in a little way towards the academic performance of students. The Introduction of National Health Insurance Scheme (NHIS) by the Federal Government of Nigerian which teachers in Bwari Area Council, Abuja are beneficiaries is an attempt to provide teachers and other workers with some of their

family members an opportunity to undergo medical treatment whenever they fall sick at a very low price. Teaching job is very stressful, as a result, the stress may lead to anxiety and depression that would weigh down the strength of teachers and reduce the level of their job performance. In addition, teachers sometimes experience emotional, social, political, economic and work related problems that would require welfare services to address the situations because such problems may prompt some over-emotional staff to commit suicide or quit teaching job.

Finally, the findings of the study showed that there is a significant influence of provision of housing scheme on teachers' job performance in public senior secondary schools in Bwari Area Council, Abuja. The findings of the study confirmed the position of Nwite (2016) who ascertained that the provision of transportation services have significant difference on teachers' job performance in secondary schools in Nigeria. Furthermore, teachers' welfare may be enhanced through the provision of housing scheme for teachers by the government. Housing scheme is a project funded by employers with the aim of providing accommodation for their employees so that they can be comfortable to perform their job effectively. The problem of providing shelter especially for the working-class Nigerians has been a turbulent challenge that has been faced by the Nigerian government with less positive result achieved per strategy adopted. Some of the strategies adopted include the staff housing loan schemes, site and services housing schemes, direct labour housing production, mortgage repayment housing scheme, and the present-day adoption of the public-private partnership in housing. Incidentally none of these housing strategies for workers took into cognizance, the role of housing proximity to workplace for maximizing the workers productivity as a priority in staff housing plans; neither was socioeconomic value attached to the development of relatively academic staff housing community as a necessity in enhancing their set goals within the states. It is difficult for teachers with accommodation problems to be stable and undertake their job effectively to enhance the academic achievement of students.

Conclusion

The following conclusions were drawn based on the findings of the study:
The study concluded that there is poor job performance by teachers in public senior secondary schools in Bwari Area Council due to inadequate provision of heath care services for teachers.
The study finally concluded that there is poor job performance by teachers in secondary schools in Bwari Area Council due to the inability of the government to provide suitable housing scheme for teachers.

Recommendations

The following recommendations were made based on the findings of this study:

1. Teachers in public senior secondary schools in Bwari Area Council should be mandated to be part of the National Health Insurance Scheme to ensure that they receive medical treatment at subsidized rate whenever they have health issues to promote good health among teachers and induce them to perform their job effectively.

2. The government should ensure that teachers in public senior secondary schools in Bwari Area Council have access to housing scheme so that they can be comfortable to perform their jobs efficiently.

REFERENCES

Adeyemi, T.O. (2020). Teachers' teaching experience and students' learning outcomes in Secondary schools in Ondo state, Nigeria. *Asian journal of information technology, 7(5), 201 – 209.*

Dessler, G. (2018). *Human Resource Management*. NewJersy: Pearson Prentice Hall.

Fadey, T. F., Sofoluwe, O. F. & Gbadeyan, A. G. (2015). Influence of Teachers' Welfare Scheme on Job Performance in Selected Kwara State Secondary Schools. *Asia Pacific Journal of Education, Arts and Sciences,* 2(4), 20-15.

Jepkemoi, K. B. (2019). Perceived Relationship between Employee Welfare Programmes and Employee Performance at Kenya Pipeline Company. Unpublished Masters of Business Administration Thesis, Nairobi University Press.

Iyala, F. E., & Sani, Y. (2022). Quality assurance: A tool for effective implementation universal basic education (UBE) programme in Nigeria. *Emerging Perspectives on Universal Basic Education*, 297-303.

Iyala, F. E. (2018). Relationship between emotional intelligence and principals' managerial effectiveness in senior secondary schools in North Central States of Nigeria. A thesis submitted to the school of postgraduate studies, Nasarawa State University, Keffi in partial fulfilment of the requirements for the award of Ph.D. in Educational Administration and Planning. Department of Educational Management, Faculty of Education, Nasarawa State University, Keffi.Nasarawa State.

Lyimo, G.E. (2019). Analysis of Teachers' Low Payments in Tanzania: A Case of Public Secondary Schools in Moshi Rural District. International Journal of Education and Research, 2(2), 1-14.

Mazaki, K. E. (2017). Staff Welfare and Teachers' Performance in Public Primary Schools in Bugisu Sub- Region in Uganda. A Thesis Submitted to the Institute of Management Science in Fulfilment of the Requirements Leading to the Award of the Degree of Doctor of Philosophy of Mbarara University of Science and Technology.

Naluwemba, S. D. & Okwenje, V. (2016). Interplay of School Welfare Provision and Teacher Performance in Ugandan Secondary Schools. *International Policy of Research and Review,* 3(1) 6-13.

Nwite, O. (2015). Principals' Management Support Practices for Enhancing Teachers' Performance in Secondary Schools in Nigeria. *Journal of Emerging Trends in Educational Research and Policy Studies*, 6(1), 11-17.

Odeku, O.F., & Odeku, K.O. (2019). In Pursuit of the Employees' Welfare in the Workplace: Issues in Perspectives. *Mediterranean Journal of Social Sciences*, 5(15), 652-660.